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ABSTRACT

This continuing ERIC/CAPS series, entitled Searchlight Plus, consists of two components: first, an in-depth review of cited materials, including prime issues and trends, and implications for helping professionals; and, second, citations from an ERIC computer search on the topic. Series topics are selected in response to user requests. Presented in the review section are change strategies, change agentry and the role of the counselor in both. (Author/BMW)

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ED181393

THE COUNSELOR AS CHANGE AGENT

Candace Paris

AN INFORMATION ANALYSIS PAPER
Based on a computer search of the ERIC data base
November 1966 through December 1978

BEST COPY AVAILABLE

The work presented herein was performed pursuant to a contract from the National Institute of Education Department of Health, Education, and Welfare under the direction of

ERIC COUNSELING AND PERSONNEL SERVICES CLEARINGHOUSE

School of Education
The University of Michigan
Ann Arbor, Michigan

1979

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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CG 014177

INTRODUCTORY NOTE

For several years ERIC/CAPS has produced Searchlights--computer searches of the ERIC data base on topics identified as being of major interest and importance by our on-site users and by helping professionals working in the field. The Searchlights have proved to be highly useful as a synthesis of existing documents on a given topic, and we have been pleased to provide them at low cost for persons desiring packaged, instant information in a particular area. This year we have gone one step further.

Choosing the fifteen topics which were in most demand by our ERIC users, we decided to explore in depth the sources revealed in the computer search and identify prime issues and possible trends from the documents, as well as point out the implications of the information for the work of professionals in our field of counseling and personnel services. In so doing we hoped to provide an even more valuable service to those who recognize ERIC as a rich storehouse of information, but who lack the time to examine in detail and analyze the total collection of data.

The fifteen areas chosen for this special treatment are the following:

Career Development: Programs and Practices
Career Resource Centers
Counseling Adults
Counseling the Aging
Counseling the Exceptional: Handicapped and Gifted
Divorce and One-Parent Family Counseling
Evaluation of Counselor Effectiveness
Group Guidance
Mid-Career Change

Preretirement Counseling
Program Evaluation and Accountability
Tests and Testing Programs
The Counselor as Change Agent
The Counselor as Consultant
Violence in the Schools

The computer search is included in each Searchlight Plus as before, but in addition, readers will find an opening narrative which highlights certain documents, identifies issues and trends, and suggests possible implications for the future of guidance and guidance professionals.

We should point out that two of these Searchlight Plus are slightly different from the others. The ones entitled "Mid-Career Change" and "Preretirement Counseling" contain sources from a number of data bases (including ERIC). These particular analyses of the literature were prepared for an international guidance conference and were designed to review sources from as many data bases as possible. Interestingly, however, the most useful informational source in preparing the papers was ERIC, and much overlap was found to exist in the documents brought to light from the many data bases searched.

This explains the difference between our current series Searchlight Plus and the previous series Searchlight. If you find the narrative helpful--more helpful than just the basic search--we would appreciate your telling us so. A major purpose of ERIC is to provide information of genuine value to you, the user.

Garry R. Walz
Director, ERIC/CAPS

Libby Benjamin
Associate Director, ERIC/CAPS

THE COUNSELOR AS CHANGE AGENT

Candace Paris

Introduction

Within the past decade, counseling has changed dramatically. Three major components characterize this change. Where counselors once perceived themselves to be, and were perceived as being, passive, client-centered, and institutionally conservative, they are now taking on new roles, thereby becoming much more proactive, system-centered, and politically-oriented. In other words, counselors are now putting themselves in the position of working for positive change--of becoming "change agents"--even if this means opposing the status quo of the institutional setting. Not all counselors have adopted these new roles. Many counselors remain uncertain, perhaps even fearful, about abandoning traditional, comfortable activities and reaching out for new experiences and challenges. Some are not yet convinced that being a change agent is a possible or even a desirable goal.

This publication is designed to discuss some ideas about change agentry and to suggest some answers to questions of why and how one becomes a change agent.

Why Change Agentry

A model for change, first developed by Ronald Havelock at The University of Michigan in the early 1970's, has become quite well known; in fact, the very term "change agent" is now familiar to most counselors. For those counselors who do not know as much as they would like to about change agentry, however, articles of a general nature will provide a helpful starting place for examining this new role (EJ 044 907). Several documents in this search furnish a general discussion of the need for counselors to work for change within the system itself rather than to direct their efforts to treating individuals designated as "social troublemakers" and helping them adjust to the system (EJ 072 609, 119 080). To switch from viewing individuals as problems to seeing the need for institutional or social change requires major attitude change (EJ 080 403, 119 080), and it is this shifting of values which may present the biggest stumbling block for the novice change agent.

System change a goal of the change agent

Counselors find it difficult to go against both their own adherence to traditional roles and the pressures of their institutions--schools being especially strong forces for "conformity or else" (EJ 113 955). Thus, the majority of pupil personnel workers remains quite conservative, working to help students adjust to the dominant societal ideals instead of becoming advocates for the rights of the individual (EJ 137 641). Unfortunately, most counselors also prefer to leave risk-taking

actions up to the client (EJ 054 030).

But counselors cannot help but see the potential negative effects that society and institutions can have on individuals (EJ 072 614). And in spite of counselors' desires to maintain the status quo, they should realize that in many settings they will find support from students, administrators, teachers, and parents for their taking on the roles of ombudsperson and change agent (EJ 169 362).

Positive outcomes of change agent activities

Support for these new roles may be found in a variety of areas. By becoming a change agent, the counselor helps to make the institution more humanistic, and thus more attractive to the people within it as well as to the community at large (ED 056 345). And better public relations can only make a counselor's job easier and more rewarding. Working for change also prepares the way for the future. Change agent counselors must necessarily be flexible, active rather than reactive, and ultimately, through their influence, cause the institution itself to become more future-oriented (ED 116 057). Finally, counselors who work for social change may actually be preventing psychological illness (EJ 026 557).

Applying the Change Agent Model

With all of these potential positive consequences, however, advocacy and change agentry are not to be undertaken lightly. Some counselors, due to overeagerness

or lack of systematic application of the principles of change agentry, may actually do more harm than good (EJ 139 148). Effective change agentry depends on a number of variables (ED 031 716). First, counselors must "practice what they preach." This can mean using innovative techniques in counseling, thus providing the leadership upon which change depends (EJ 034 195), or it can mean acquiring new skills and applying systematic strategies so as to become a visible force in the educational setting (EJ 177 160). Flexibility is also a necessity, so that the counselor is willing and able to adapt systematic plans to meet changing realities (EJ 094 345). Would-be change agents must possess appropriate personal attributes for enlisting the aid of other educators in the change process and ensuring that the environment will be receptive to change. Planning ahead via an environmental assessment can be helpful (EJ 125 688), as can developing an extra-systemic support base (EJ 090 935). Counselors should also be aware that change can be brought about more easily by a multi-disciplinary team (ED 090 464) than by an individual working alone.

Characteristics of effective change agents

Settings for Change Agentry

The potential power of effective change agentry to affect and alter ingrained institutional attitudes is enormous. For example, sex-affirmative counseling can

help to expand the life options of individuals as they learn to relinquish career plans based only on sex-role stereotypes (EJ 178 219). Change agent counselors can also take a leadership role in opposing institutional racism (EJ 179 023), a role which will become most effective if it is an integral part of counselor training. The Counselor Ethnic Awareness Project is an example of this kind of training, as it helps counselors to understand ethnicity better and to promote better ethnic relations within their institutional settings (ED 153 092).

Power of change agents to alter status quo

Another proof of the power of change agentry is its wide applicability. In fact, the model is appropriate for any situation in which a disparity exists between the ideas of an institution and of the individuals within it. Some situations, however, are particularly well-served by counselors with change agent skills. It is now believed, for example, that counselors are far more effective in a consultant role--working with groups rather than with individuals, with teachers and students together rather than with students alone (ED 032 560, EJ 027 909).

Change agent model applicable to a variety of settings and clients

Change agent skills are also needed in counseling the culturally different client (EJ 097 647). For example, schools which serve Indian communities must be helped to provide learning experiences that are truly meaningful to the Indian child (EJ 078 720). Counselors can assist this process by acting as advocates of community values within the school (EJ 107 820). This advocacy role must also be

taken into account by those who structure counselor training curricula, so that counselors can learn better how to reach minority students (ED 094 273, 104 592).

Change helpful to special populations

Other areas in which change agent skills would be particularly useful are older adult counseling (EJ 147 801) and vocational counseling (EJ 156 732). These are both critical areas because they cover clients who do not normally receive the attention they need. Older adults are able and eager to make meaningful contributions to their own and society's welfare; and all younger adults, regardless of grades and scores on tests, need to identify their skills and strengths and become aware of the best strategies for entering the world of work. Both groups can profit from counseling which addresses their unique concerns. In addition, counselors must take a more active part in the job seeking process by working to bring about more equitable hiring practices (ED 038 701).

Change agentry on the college campus

The college campus is an area which might be overlooked in a survey of potential targets for change agent activities. Some of the problems of college students can be alleviated by modifying the campus environment, and campus change advocates can initiate and assist in such modification (EJ 161 951). Program design and development is another area in which counselors should become active. Change agents can take a major part in developing a systematic plan which includes environmental mapping, the establishment of goals, consultation strategies for achieving objectives,

and an ongoing evaluation component (EJ 154 754).

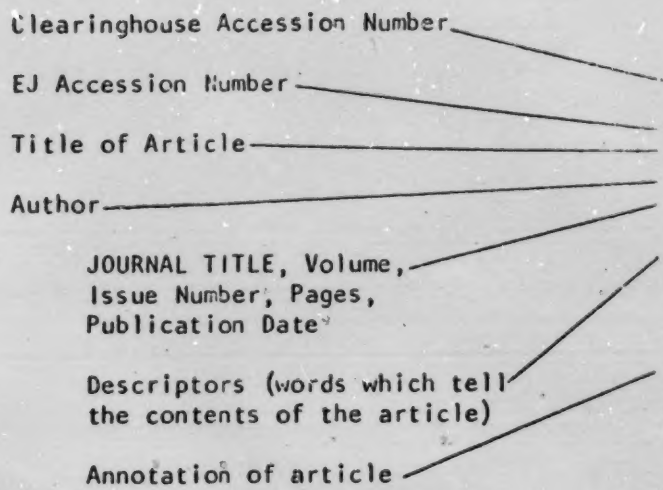
Conclusion

It may be seen that a great variety of counseling stituations can benefit from this change agent approach. To what degree counselors adopt this approach depends not only on the character of the particular setting but also on their particular style. Some counselors will want to commit themselves wholeheartedly to inducing change through political action--perhaps a logical outcome of becoming an advocate of community values. Others may not feel comfortable with any political involvement, preferring instead to encourage change more subtly, from a low-key stance. Both of these postures are quite acceptable, since change agentry possesses the flexibility to allow a variety of approaches. Change agentry does not carry with it a mandate to become "radical." Commitment to change is important; but change can be effected in many ways, and the way a particular counselor chooses should be consonant with her/his individual style.

Finally, no discussion of change agentry would be complete without emphasizing that the concepts and practices are appropriate not only for counselors but also for all human services professionals. Teaching and social work are two areas in which change agentry can be particularly useful (EJ 095 864, 127 410, 167 377). In truth, application of change agent principles and techniques is limited only by the imagination. So, good luck in imagining!

Application of principles of change agentry unlimited!

FORMAT OF
CURRENT INDEX TO JOURNALS IN EDUCATION (CIJE)


Clearinghouse Accession Number
EJ Accession Number
Title of Article
Author
JOURNAL TITLE, Volume, Issue Number, Pages, Publication Date
Descriptors (words which tell the contents of the article)
Annotation of article

EJ125694 CG509354
Revitalizing the Career Information Service
Reardon, Robert C.; Minor, Carole W. Personnel and Guidance Journal; 54; 3; 169-171 Nov 75
Descriptors: *Vocational Counseling/ *Information Dissemination/ *Educational Planning/ *Job Placement/ *Career Planning/ Program Descriptions/ Guidance Services/ Higher Education/ Information Sources/ College Students
The authors describe the Curricular-Career Information Service (CCIS), which is an outreach, self-help, multimedia-based and preprofessional-staffed career guidance service. CCIS consists of five instructional modules which relate to the following student problems: uncertainty about major, relationship of major to jobs, finding a job and information on occupations. (Author)

* Journal articles are available only in the journals cited. The articles are not on microfiche.

Print 78/5/1-135
DIALOG File1: ERIC 66-78/NOV (Item 1 of 135) User1210 7feb79

EJ184283 UD506299
Counselling of Minority Clients in Our Schools
Yu, Agnes
Education for the Disadvantaged Child, 3, 4, 11-4 Spr 78
The counseling of minority clients has never been considered a real issue in Canadian schools. The studies discussed in this article point to the inadequacies and inappropriateness of prevailing models of counseling. (Author/AM)
Descriptors: *Minority Groups/ *Counseling Services/ *Counseling Programs/ *Counseling Effectiveness/ *Models/ *Change Strategies/ Special Counselors
Identifiers: *Canada

EJ181139 CG514441
One Approach to Guidance and Counseling: The Behavioral System
Pusateri, Paul D.
Counseling and Values, 22, 4, 211-20 Jul 78
Reprint Available (See p. vii): UMI
The aim of this article is to describe some ways in which behavioral principles and techniques can be efficiently and effectively applied within the school setting. It discusses helping students define their goals, criteria of behavioral counseling goals, insight versus behavior, behavioral change strategies, and various other applications. (Author)
Descriptors: *Systems Approach/ *Behavioral Counseling/ *Behavioral Objectives/ *Change Strategies/ *Classroom Environment/ *Guidance Objectives/ State Of The Art Reviews/ Elementary Secondary Education/ Behavior Change/ Group Counseling

EJ181127 CG514429
Student Counselling: A Changing Misconception
Cardey, Raymond M.; Calder, W. Berry
School Guidance Worker, 33, 6, 5-9 Jul 78
The evolution of the practice of counseling may be viewed as a series of misconceptions concerning both the real needs of students and the most effective ways of meeting those needs. This article identifies forces for changing the delivery of services and resulting trends in service delivery at one university. (Author/JEL)
Descriptors: *Counseling/ *Counseling Services/ *Student Needs/ *Change Strategies/ State Of The Art Reviews/ Higher Education/ Foreign Countries/ Organizational Change
Identifiers: *Canada

EJ179025 CG514234
The Counseling Psychologist as an Organizational Consultant
Leonard, Mary Margeret
Counseling Psychologist, 7, 2, 73-6 77
Reprint Available (See p. vii): UMI
The author examines four critical aspects of the eclectic model of organizational consultation: organizational issues, steps in the consultation process, strategies of intervention, and generic consulting tasks. Examples from one hypothetical consultation case are presented to illustrate each of the four aspects of consulting. Training implications are discussed. (Author)
Descriptors: *Counseling/ *Counselor Role/ *Consultants/ *Organizational Development/ *Change Strategies/ *Counselor Training/ State Of The Art Reviews
Identifiers: *Professional Identity

EJ179023 CG514232
The Prevention of Institutional Racism: Training Counseling Psychologists As Agents for Change
Lopez, Richard E.; Cheek, Donald
Counseling Psychologist, 7, 2, 64-8 77
Reprint Available (See p. vii): UMI
Institutional racism is destructive psychologically to both oppressors and victims. The authors discuss the potential counseling psychologists have for taking a leadership role as change agents in preventing institutional racism. A sample program of prevention is described. The implications for training counseling psychologists as change agents are also discussed. (Author/JEL)
Descriptors: *Counseling/ *Counselor Training/ *Change Agents/ *Racism/ State Of The Art Reviews/ Social Change/ Changing Attitudes
Identifiers: *Professional Identity/ *Preventive Work

EJ178219 RC502774
Sex-Affirmative Counseling: The Counselor as Change Agent
McLoughlin, Mary Ellen; Scott, Nan E.
Tennessee Education, 7, 3, 21-7 Win 78
Reprint Available (See p. vii): UMI
Sex-affirmative counseling requires: counselor self-exploration re: his/her mind-set toward sex-role stereotyping; awareness of the sex-role attitudes of the counselee re: perceived available alternatives; content analysis of counseling material re: blatant or subtle sex-bias; and affirmative moves by the counselor to explore discarded life options based on sex-role stereotypes. (JC)
Descriptors: *Counseling Effectiveness/ *Change Agents/ *Criteria/ *Androgyny/ *Affirmative Action/ *Counselors/ Sex Role/ Sex Stereotypes
Identifiers: *Sex Affirmative Counseling

22

23

EJ177398 CG514075
Educational Model in Behavioral Training
Oberman, Edna
Social Work, 23, 2, 121-5 Mar 78
Increasingly, practitioners in the helping professions are altering traditional behavior modification techniques through the use of an educational model. The author believes that by doing so, a more humanistic approach to behavior modification is achieved. (Author)
Descriptors: *Behavior Change/ *Change Strategies/ *Adult Education/ *Social Work/ *Behavioral Counseling/ Models/ Adult Programs/ State Of The Art Reviews

EJ177160 CG513836
A Change Agent Strategy for Counselors Functioning As Consultants
Walz, Garry R.; Benjamin, Libby
Personnel and Guidance Journal, 56, 6, 331-4 Feb 78
Reprint Available (See p. vii): UMI
This model shows that counselors may be active leaders in change agentry by acquiring new skills, and by applying a systematic strategy for planned change. Targets for change in student guidance services include: (1) counselor assessment of attitudes toward change; (2) helping clients change their environment; and (3) defining guidance service goals. (Author/MFD)
Descriptors: *Change Strategies/ *Consultants/ *Counselor Performance/ *Guidance Counseling/ *Skill Development/ *Change Agents/ Intervention/ Models/ Student Needs/ Leadership/ Objectives

EJ176580 SP506814
Don't Scold: Praise
McDonald, James E.
Lutheran Education, 113, 3, 135-40 Jan/Feb 78
Reprint Available (See p. vii): UMI
The author reports on a study to determine the effect of a training program on the rate of praise statements and reprimands of a mother and the subsequent effect upon her daughter's rate of compliance to requests. (MJB)
Descriptors: *Counseling Theories/ *Positive Reinforcement/ *Behavior Change/ *Change Strategies/ *Counseling Effectiveness/ Extinction (Psychology)

EJ175288 CG513687
A Procedure for Implementing Counseling Strategies
Winborn, Bob B.; Maroney, Kenneth A.
Texas Personnel and Guidance Journal, 5, 1, 35-41 Spr 77
Three broad counseling strategies are described that will enable counselees to attain their counseling objectives. A procedure for implementing these strategies is stated and examples of its use are given. (Author)
Descriptors: *Counseling/ *Helping Relationship/ *Change Strategies/ *Behavior Patterns/ *Guidance Objectives/ State Of The Art Reviews/ Models/ Counseling Effectiveness

EJ169362 CG513316
The Role of the Counselor as a Social Activist: Who Supports It?
Atkinson, Donald R.; And Others
School Counselor, 25, 2, 85-91 Nov 77
Reprint Available (See p. vii): UMI
A counselor role questionnaire was developed to assess attitudes toward 12 counselor roles, 10 of which were modifications of the major role activities outlined in the ASCA policy statement. The roles of ombudsman and change agent were added. Results indicate that students, administrators, teachers and parents view all 12 roles as appropriate. (Author/HMV)
Descriptors: *Counselor Role/ *Change Agents/ *School Personnel/ *Counselor Evaluation/ *Attitudes/ Elementary Secondary Education/ Research Projects/ Surveys

EJ169305 CG513259
Counseling Focus: Are Parents Necessary?
Hayes, Edward J.; And Others
Elementary School Guidance and Counseling, 12, 1, 8-13 Oct 77
Reprint Available (See p. vii): UMI
Examines whether counselors were more effective as behavioral change agents when working directly in groups with minority students, or when working indirectly through parents of these minority students. Results tend to support the position that counseling conducted indirectly through parents is more effective. (Author)
Descriptors: *Group Counseling/ *Counseling Effectiveness/ *Parent Counseling/ *Change Strategies/ Comparative Analysis/ Research Projects/ Elementary Education/ Elementary School Counseling/ Behavior Change/ Parent Teacher Cooperation
Identifiers: *Junior Index of Motivation/ *Coopersmith Self Esteem Scale/ JIM/ SEI

DIALOG File1: ERIC 66-78/NOV (Item 13 of 135) User1210 7feb79

EJ167377 CG513072
Social Work for Social Problems
Reid, William J.
Social Work, 22, 5, 374-381 Sep 77
If social work is to fulfill its central mission of helping individuals, groups, and communities resolve social problems, it must develop problem-oriented theories and intervention strategies. Particularly needed are models of practice that are capable of being tested through scientific methods and that are addressed to specific, well-defined problems. (Author)
Descriptors: *Social Work/ *Social Problems/ *Intervention/ *Counselor Role/ *Change Strategies/ State Of The Art Reviews/ Models/ Social Change/ Conference Reports

EJ163211 SP505832
The College Mental Health Practitioner as Change Agent?
Arnstein, Robert L.
Journal of the American College Health Association, 25, 3, 198-200 Feb 77
The mental health practitioner on a college campus should not determine basic institutional policies but should help to clarify the mental health consequences of these policies. (JD)
Descriptors: *Change Agents/ *Mental Health/ *Social Change/ *Counselor Role/ *Organizational Change/ College Students/ Moral Issues/ Psychiatrists/ Counseling Services/ Role Perception

EJ162114 EA508512
Management for Adaptability
Bost, William A.; Ruch, Charles P.
NASSP Bulletin, 61, 408, 19-24 Apr 77
Discusses how principal-counselor teams can enhance the organizational adaptability of secondary schools. (JG)
Descriptors: *Educational Change/ *Change Strategies/ *Administrator Role/ *Counselor Role/ *Principals/ Educational Administration/ Organizational Change/ Secondary Education

EJ161951 CG512609
The Campus Change Advocate
Conyne, Robert K.
Journal of College Student Personnel, 18, 4, 312-315 Jul 77
The campus change advocate is a change agent role for college counselors who seek to prevent student problems by positively modifying the campus environment. This article contains a rationale for this change agent role and identifies six functions of this role. (Author)
Descriptors: *Counselor Role/ *Change Agents/ *Environmental Influences/ *Student Needs/ *Helping Relationship/ *Educational Improvement/ College Students/ Program Descriptions/ Higher Education/ Interaction Process Analysis
Identifiers: *Campus Change Advocate/ CCA

EJ158354 CG512220
Counselors as Change Agents
Friend, Henry Good
Journal of Non-White Concerns in Personnel and Guidance, 5, 3, 107-113 Apr 77
This article discusses the viability of the counselor as change agent in working with nontraditional students. These counselors can help students acquire basic skills and participate in learning experiences that are the most appropriate for their needs. (Author)
Descriptors: *Counselor Role/ *Skill Development/ *Helping Relationship/ *Change Agents/ *Learning Experience/ State Of The Art Reviews/ Models/ Program Descriptions/ College Students/ Higher Education
Identifiers: *Nontraditional Students

EJ156859 CG512196
New Career Options for Counselors--Industrial Involvement
Moore, S. Jerold; And Others
New York State Personnel and Guidance Journal, 12, 1, 37-42 77
This article describes a model counselor-in-industry program that suggests several approaches counselors may use in broadening their career options. Counselors learn how to make the transition from academia to industry in this program. (Author/HLM)
Descriptors: *Counselor Role/ *Career Change/ *Training Techniques/ *Industrial Personnel/ *Professional Occupations/ *Change Agents/ Futures (Of Society)/ Models/ Program Descriptions
Identifiers: *Smith Corona Laboratory

DIALOG File1: ERIC 66-78/NOV (Item 19 of 135) User1210 7feb79

EJ156840 CG512177
Counseling Black Women With Negative Self-Concepts
Copeland, Elaine J.
Personnel and Guidance Journal, 55, 7, 397-400 Mar 77
This article describes those dimensions that have historically contributed to the development of feelings of inadequacy and negative self-concepts in Black women. An effort is made to show how counseling services were implemented to assist Black women experiencing feelings of low self-esteem. (Author)
Descriptors: *Self Concept/ *Change Strategies/ *Behavior Change/ *Negro Attitudes/ *Behavioral Counseling/ *Counselor Role/ Females/ Helping Relationship/ State Of The Art Reviews/ Models/ Higher Education

EJ156779 CG512116
Consulting: Training Counselors to Work with Teachers, Parents, and Administrators
Dinkmeyer, Don; Carlson, Jon
Counselor Education and Supervision, 16, 3, 172-176 Mar 77
Practicing counselors and researchers are realizing the value of consulting with teachers, parents, and administrators. Counselor educators need to begin to train counselors formally and systematically in these skills. This article presents one training model in detail. (Author)
Descriptors: *Counselor Training/ *Training Techniques/ *Performance Based Education/ *Consultation Programs/ *Counselor Role/ *Change Agents/ Higher Education/ Models/ Program Descriptions

EJ156732 CG512069
Can Vocational Counselors Change Society?
Sinick, Daniel
Vocational Guidance Quarterly, 25, 3, 245-251 Mar 77
Vocational counselors can responsibly change society through five approaches: clients, client environments, counselors' employing institutions, professional associations and counselors as citizens. (Author)
Descriptors: *Counselor Role/ *Change Agents/ *Social Change / *Vocational Counseling/ *Futures (Of Society)/ *Change Strategies/ State Of The Art Reviews/ Helping Relationship/ Interaction Process Analysis

EJ154754 CG511989
The Development of Counseling Programs: Priorities, Progress, and Professionalism
Shaw, Merville C.
Personnel and Guidance Journal, 55, 6, 339-345 Feb 77
Only a few years ago counselors saw no role for themselves in program design and development. Now, however, things are different. Perhaps the "change agent" emphasis of the late '60s changed that. Today there is a virtual explosion of systems methods, including consultation strategies and environment mapping. (Author)
Descriptors: *Program Development/ *Counseling Programs/ *Change Agents/ *Counselor Role/ *Systems Approach/ State Of The Art Reviews/ Change Strategies/ Professional Personnel/ Consultation Programs

EJ154746 CG511981
Pupil Personnel Workers As Change Agents In The Reduction Of Truancy Among Inner-City Students
Acker, Daniel; Stembridge, Barbara J.
Journal of the International Association of Pupil Personnel Workers, 21, 2, 80-84 Mar 77
This paper examines school truancy. The extent of truancy is discussed and possible factors which contribute to truancy are listed. Ideas which will stimulate thinking and suggest different strategies are also presented. A review of available data regarding the extent of truancy is also presented. (Author)
Descriptors: *Counselor Role/ *Change Agents/ *Inner City/ *Truancy/ *Pupil Personnel Workers/ *Disadvantaged Youth/ Elementary Secondary Education/ State Of The Art Reviews/ Literature Reviews/ Program Descriptions

EJ149969 CG511495
Assertive Training for Young People
Rashbaum-Selig, Meg
School Counselor, 24, 2, 115-121 Nov 76
Describes the rationale, specific objectives, and sessions of a course in assertive training developed for young people from approximately 11 to 14 years of age. Responses to the program, cautions for potential leaders, and uses for counselors are summarized. (Author)
Descriptors: *Counseling Programs/ *Behavior Change/ *Change Strategies/ Elementary Secondary Education/ Program Descriptions/ Elementary School Counselors
Identifiers: *Assertive Training

DIALOG File1: ERIC 66-78/NOV (Item 25 of 135) User1210 7feb79

EJ147861 CG511362
Counseling for a Third of a Lifetime
Odell, Charles
Personnel and Guidance Journal, 55, 3, 145-147 Nov 76
Counselors should be in the forefront as change agents and as practitioners reaching out to middle-aged and older persons as a new challenge. (Author)
Descriptors: *Older Adults/ *Senior Citizens/ *Change Agents / *Adult Counseling/ *Counselor Role/ State Of The Art Reviews / Social Discrimination/ Gerontology

EJ146088 CG511047
TOTEL Therapy: An Outline
Matross, Ronald P.
Counseling and Values, 21, 1, 2-11 Oct 76
The author contends that humans are guided by values and principles. He describes a widely accessible and applicable empirically based therapy system. (Author)
Descriptors: *Values/ *Behavior Change/ *Change Strategies/ *Counseling Theories/ Counseling/ State Of The Art Reviews/ Therapeutic Environment
Identifiers: *TOTEL Therapy

EJ144428 CG510962
Treating Goal-directed Intimacy
Timmers, Richard L.; And Others
Social Work, 21, 5, 401-402 Sep 76
The authors present a technique they have found useful with clients seeking sex therapy. (HMV)
Descriptors: *Interpersonal Relationship/ *Counseling/ *Marriage Counseling/ *Change Strategies/ State Of The Art Reviews/ Marriage/ Behavior Change
Identifiers: *Sex Counseling/ *Sexual Dysfunction

EJ142746 CG510725
The Automobile as a Vehicle for Treatment
Blitstein, Sheldon
Social Work, 21, 3, 233-235 May 76
The author, a psychiatric social worker, describes how he uses the automobile as a means of reaching uncooperative juvenile clients. (HMV)
Descriptors: *Counseling/ *Behavior Change/ *Change Strategies/ *Helping Relationship/ *Therapeutic Environment/ *Social Workers/ Social Work/ Therapy
Identifiers: *Automobile

EJ142738 CG510717
Compliance with Practitioner Instigations
Levy, Rona L.; Carter, Robert D.
Social Work, 21, 3, 188-192 May 76
The increased use of assigned tasks in social work practice heightens the need for techniques that practitioners can use to enhance the likelihood that clients will adopt the desired behavior. The authors describe several techniques that have received empirical confirmation in research studies. (Author)
Descriptors: *Social Work/ *Behavior Change/ *Change Strategies/ *Counseling/ *Helping Relationship/ *Social Influences/ State of the Art Reviews/ Positive Reinforcement/ Social Workers/ Accountability/ Management Systems
Identifiers: *Instigative Influence

EJ141000 CG510402
A Study of Group Counseling with Disadvantaged Workers in an Industrial Setting
Bonney, Warren C.; And Others
Journal of Employment Counseling, 13, 2, 86-93 Jun 76
The purpose of the study was to examine the process and effectiveness of group counseling as a part of a training program conducted through a Labor Department grant. Members of the training group had better work attendance and less employee turnover than a comparable group not in the training program. (Author)
Descriptors: *Industrial Personnel/ *Training/ *Counseling Effectiveness/ *Group Counseling/ *Behavior Change/ *Change Strategies/ Educational Programs/ Research Projects

EJ140992 CG510394
The Vicious Circle in Study Problems
Thweatt, William H.
Personnel and Guidance Journal, 54, 9, 469-471 May 76
Describes a counseling program at the University of Arizona which is a short, intensive transactional analysis study problem group. Many students are able to apply what they learn to other areas of their lives. (Author)
Descriptors: *Counseling/ *Group Counseling/ *College Students/ *Counseling Programs/ *Change Strategies/ *Behavior Change/ Program Descriptions/ Student Needs
Identifiers: *Transactional Analysis

EJ140991 CG510393
Choice Awareness: An Unlimited Horizon
Nelson, Richard C.
Personnel and Guidance Journal, 54, 9, 463-467 May 76
One of the most important contributions of choice awareness strategy is the evolution of a simple classification system involving five kinds of choices: caring, ruling, enjoying, sorrowing, and thinking/working (CREST). The author explains the classification system and how counselors can implement it. (Author/HMV)
Descriptors: *Behavior Change/ *Counseling/ *Change Strategies/ *Interpersonal Relationship/ State Of The Art Reviews/ Counseling Effectiveness/ Group Counseling
Identifiers: *CREST

EJ139148 CG510338
The Process of Counselor Advocacy
Boy, Angelo V.; Pine, Gerald J.
Counseling and Values, 20, 3, 112-117 Apr 76
In an attempt to be advocates and change agents, far too many counselors have done more harm than good. The purpose of this article is to address the problem of advocacy by identifying and developing concrete principles that will enable the counselor to function effectively in the role of change agent. (Author)
Descriptors: *Counselor Role/ *Change Agents/ *Change Strategies/ *Counseling/ *Ethics/ Counseling Effectiveness/ State Of The Art Reviews

EJ137736 CG510237
Effects of a Dual Treatment Approach on the Rehabilitation of Habitual Juvenile Delinquents
Piercy, Fred; Lee, Robert
Rehabilitation Counseling Bulletin, 19, 3, 482-490 Mar 76
Habitually delinquent youngsters (N=15) receiving a dual treatment approach of Project CREST counseling and probationary supervision were compared with a control group. The CREST group demonstrated significant improvements over the delinquent control group. Some CREST clients had a significant decrease in official acts of misconduct during treatment compared to the delinquent control group. (Author)
Descriptors: *Delinquency Prevention/ *Rehabilitation Programs/ *Counseling/ *Behavior Problems/ *Change Strategies/ Attendance/ Self Concept/ Academic Achievement
Identifiers: *Project CREST (Clinical Regional Support Teams Juvenile Delinquency)

32

EJ137687 CG510188
Our Schools: Creating an Awareness of Attendance Responsibility
Vaughn, (Mrs.) Walter F.; Lyons, Don
Journal of the International Association of Pupil Personnel Workers, 20, 2, 93-95 Mar 76
The authors discuss the role of teachers, parents, school administrators and pupil personnel workers in encouraging students to attend school. A program, implemented in Decatur, Georgia, is described in which a school-wide effort was made to encourage students to attend school during the month of January (a low attendance month). (EJT)
Descriptors: *School Holding Power/ *Attendance/ *Change Strategies/ *Program Descriptions/ *Pupil Personnel Workers/ Teacher Role/ Counselor Role/ Administrator Role/ Behavior Patterns

EJ137655 CG510156
Case Analysis: Consultation and Counseling
Macaluso, Lila
Elementary School Guidance and Counseling, 10, 3, 218-221 Mar 76
This article presents a case study which illustrates how one counselor used the school, the home, and the referral agency in order to develop a plan of action for helping a student. (Author)
Descriptors: *Case Studies/ *Counseling Effectiveness/ *Student Behavior/ *Behavior Change/ *Change Strategies/ Elementary School Counseling/ Elementary Education/ Counselor Role

EJ137642 CG510143
The Counselor as Teacher
Ivey, Allen E.
Personnel and Guidance Journal, 54, 8, 431-434 Apr 76
The author responds to an article by Dugald Arbuckle by stating that counseling must be only one of the counselor's skills. The counselor must also be teacher, curriculum developer and consultant. A response by Arbuckle to the author's point of view is included. (HMV)
Descriptors: *Counselor Role/ *Change Agents/ *Counseling Effectiveness/ *Humanistic Education/ State Of The Art Reviews / Counseling/ Role Perception

33

DIALOG File1: ERIC 66-78/NOV (Item 38 of 135) User1210 7feb79

EJ137641 CG510142
The School Counselor: Voice of Society?
Arbuckle, Dugald S.
Personnel and Guidance Journal, 54, 8, 427-430 Apr 76
The author maintains that pupil personnel workers should be advocates for the individual and for the rights of the individual. However, the majority appear to be dedicated only to helping children adjust to society rather than helping them modify the environment. (Author)
Descriptors: *Counselor Role/ *Pupil Personnel Workers/ *Change Agents/ Elementary Secondary Education/ Change Strategies/ State Of The Art Reviews

EJ137640 CG510141
Counselors Can Be Assertive
Smaby, Marlowe H.; Tamminen, Armas W.
Personnel and Guidance Journal, 54, 8, 421-424 Apr 76
A comprehensive assertion model for counselors, with response levels from passive to mutually assertive, is described. (Author)
Descriptors: *Counseling Effectiveness/ *Communication (Thougnt Transfer)/ *Counselor Training/ *Change Strategies/ Counselors/ State Of The Art Reviews/ Models/ Response Mode/ Behavior Change
Identifiers: *Assertion Training

EJ137639 CG510140
Integrating Techniques from Five Counseling Theories
Ponzo, Zander
Personnel and Guidance Journal, 54, 8, 414-419 Apr 76
The author describes his eclectic approach to counseling using RET, TA, client-centered, gestalt and behavioral tools. He uses a specific case study to clarify his method. (Author)
Descriptors: *Counseling Theories/ *Behavior Change/ *Behavioral Counseling/ *Counseling Effectiveness/ *Change Strategies/ State Of The Art Reviews/ Counseling/ Individual Development

EJ135718 CG509994
Rational Counseling With Adolescents
Protinsky, Howard, Jr.
School Counselor, 23, 4, 240-245 Mar 76
Rational-emotive counseling (REC) aims at changing beliefs or philosophies that lead to negative emotions and inappropriate behavior. It gives people responsibility for creating their existence. REC maintains it is not the "facts" that influence our behaviors and feelings but our interpretation of these "facts". Use of this approach with adolescents is described. (Author/EJT)
Descriptors: *Rational Therapy/ *Counseling/ *Adolescents/ *Behavior Problems/ *Change Strategies/ Psychotherapy/ Values/ Cognitive Processes/ State Of The Art Reviews

EJ134260 CG509886
Anger Induction in Assertion Training
Holmes, David P.; Horan, John J.
Journal of Counseling Psychology, 23, 2, 108-111 Mar 76
Nonassertive female university student volunteers (N=45) were assigned randomly to one of three individual counseling programs: placebo counseling, standard assertion training, or assertion training incorporating anger induction procedures. The standard method proved superior on a self-report measure but on one of four behavioral ratings the anger induction method was most beneficial. (Author)
Descriptors: *Counseling Programs/ *Change Strategies/ *Behavior Change/ *College Students/ *Counseling Effectiveness/ Research Projects/ Comparative Analysis/ Response Mode/ Females
Identifiers: *Assertive Training

EJ134259 CG509885
Differential Effectiveness of Written Communications on Students' Perceptions of the College Counseling Service
Duckro, Paul; And Others
Journal of Counseling Psychology, 23, 2, 103-106 Mar 76
This study suggests that change in students' attitude toward the appropriateness of personal-social problems for treatment at the counseling center could be effected by a personal letter from the counseling center staff. Results support this hypothesis. (Author/H.M.V.)
Descriptors: *Counseling Centers/ *Guidance Facilities/ *Student Attitudes/ *Change Strategies/ *Changing Attitudes/ *Counselor Role/ Research Projects/ Counseling Effectiveness/ Counseling/ Higher Education

EJ132318 CG509752
Biofeedback-Induced Reverie: A Counseling Tool
Henschen, Thomas
Personnel and Guidance Journal, 54, 6, 327-328 Feb 76
This article describes how biofeedback training (BFT) was employed to stimulate the unconscious and then explains how to use this resource as an integral part of counseling. (Autnor)
Descriptors: *Counseling Effectiveness/ *Electroencephalography/ *Biomedical Equipment/ *Behavior Change/ *Change Strategies/ Program Descriptions/ Psychological Patterns/ Measurement Techniques
Identifiers: *Biofeedback Training (BFT)

DIALOG File1: ERIC 66-78/NOV (Item 45 of 135) User1210 7feb79

EJ130700 CG509675
Therapy Through A Death Ritual
Aguilar, Ignacio; Wood, Virginia N.
Social Work, 21, 1, 49-54 Jan 76
Describes a program for treating the mentally ill that pays attention to cultural differences. (Author/CJ)
Descriptors: *Mexican Americans/ *Counseling/ *Death/ *Psychotherapy/ *Change Strategies/ Program Descriptions/ Spanish Speaking/ Behavior Change/ Response Mode

EJ130698 CG509673
Behavioral Techniques in Foster Care
Stein, Theodore J.; Gambrill, Eileen D.
Social Work, 21, 1, 34-39 Jan 76
Behavioral modification techniques are used with families of children in foster care as a way of helping them achieve long-range goals for their children. Case examples illustrate the goals, intervention plans, and the outcomes. (Author)
Descriptors: *Behavior Change/ *Foster Children/ *Parent Child Relationship/ *Change Strategies/ *Family Counseling/ Program Descriptions/ Social Work/ Caseworker Approach/ Parent Counseling

EJ130685 CG509660
Values as Defenses
Hultman, Kenneth E.
Personnel and Guidance Journal, 54, 5, 269-271 Jan 76
The author outlines a cognitive approach for explaining how and why people use values as defenses. He examines the relationship between defensive values and irrational beliefs, suggests a number of criteria for diagnosing the presence of defensive values, and proposes some strategies for dealing with defensive values in counseling. (Author)
Descriptors: *Change Strategies/ *Communication Problems/ *Counseling/ *Values/ *Psychological Patterns/ Helping Relationship/ State Of The Art Reviews/ Behavior Change/ Fear
Identifiers: *Defense Mechanisms

EJ129175 CG509632
Parent-Counselor Conferences: Obligation or Opportunity?
Hillman, Bill W.; Carlson, Jon
Canadian Counsellor, 9, 3/4, 195-200 Jun 75
The authors give practical ideas for winning the cooperation of parents and making conferences with them an opportunity for growth rather than a dreaded obligation. Specific suggestions are given for helping parents understand their children and develop workable plans for positive change. (Author)
Descriptors: *Counselor Functions/ *Parent Counseling/ *Children/ *Behavior Problems/ *Change Strategies/ State Of The Art Reviews/ Parent Child Relationship/ Student Teacher Relationship/ Conferences/ Behavior Change

EJ129165 CG509622
Toward a Non-Sexist Approach to Career Counseling
Kilby, Jan E.; Whited, Cheryl
Texas Personnel and Guidance Journal, 4, 2, 76-82 Sep 75
A non-sexist approach to career counseling should be the goal of counselors who continue to influence young people in their choice of careers. Sexist counseling is defined and possible causes of sexist counseling are discussed. The major responsibilities of counselors are outlined, and recommendations are made for eliminating sexism. (Author)
Descriptors: *Counselor Role/ *Change Strategies/ *Sex Discrimination/ *Career Planning/ *Vocational Counseling/ Counseling Effectiveness/ Feminism/ Occupational Guidance/ Equal Opportunities (Jobs)/ Social Attitudes/ State Of The Art Reviews

EJ129152 CG509609
Comparison of Hypnosis Plus Counseling, Counseling Alone, and Hypnosis Alone in a Community Service Smoking Withdrawal Program
Pederson, Linda L.; And Others
Journal of Consulting and Clinical Psychology, 43, 6, 920 Dec 75
Three approaches: hypnosis, counseling, and hypnosis plus counseling were used to help smokers stop smoking. Only the third approach produced a fairly high success rate. (SE)
Descriptors: *Smoking/ *Group Counseling/ *Hypnosis/ *Behavior Change/ *Change Strategies/ Research Projects/ Group Discussion/ Followup Studies/ Counseling Effectiveness

EJ129121 CG509578
The Effects of Group Counseling on Rigidity
Parker, Chester C.; Huff, Vaughn E.
Small Group Behavior, 6, 4, 402-413 Nov 75
Undergraduate students (N=49) participated in a group counseling study. Through use of questionnaires and rating scales, it was found that group counseling was able to reduce the rigid and authoritarian aspects of the belief systems of the experimental subjects. (SE)
Descriptors: *Group Counseling/ *Beliefs/ *Authoritarianism/ *Values/ *Change Strategies/ Research Projects/ College Students/ Individual Characteristics/ Attitudes/ Rating Scales

EJ127410 CG509433
An Alternate Method of Functioning for the School Psychologist
Toder, Francine Ann
Psychology in the Schools, 12, 4, 404-408 Oct 75
This paper presents an approach to in-service training for teachers, as change agents, which attempts to be relevant to their needs in their environment. (Author)
Descriptors: *Change Strategies/ *Teacher Role/ *Inservice Teacher Education/ *School Psychologists/ *Counseling Programs / *Teacher Workshops/ Behavior Change/ Program Descriptions/ Elementary Secondary Education

EJ127378 CG509401
An Example of Employment Service Adjustment Counseling
Mallary, N. D., Jr.; Conner, Beverly H.
Journal of Employment Counseling, 12, 2, 55-58 Jun 75
This article traces one client's progress from chronic unemployability to vocational stability through the use of rational emotive therapy (RET). The authors explain the causality among activating events, belief systems, and emotional consequences. The client is helped toward a view of self-responsibility in determining his own consequences. (Author)
Descriptors: *Vocational Counseling/ *Behavior Change/ *Change Strategies/ *Counseling/ *Changing Attitudes/ Case Studies/ Helping Relationship/ Program Descriptions/ Counseling Theories
Identifiers: *Rational Emotive Therapy (RET)

EJ127376 CG509399
Behavior Modification in Marriage Counseling
Baird, Emily; Redfering, David L.
Journal of Family Counseling, 3, 2, 59-64 F 75
The spouses were counseled jointly with a cognitive approach and separately with behavior modification techniques for the husband's obesity and the wife's lack of affective verbalization. After eight weeks, the husband had lost thirty pounds and the wife's affective language had increased markedly. (Author)
Descriptors: *Behavior Change/ *Marital Instability/ *Change Strategies/ *Marriage Counseling/ *Interpersonal Relationship/ Case Studies/ Response Mode/ Interaction

EJ127374 CG509397
School Phobia
Veltkamp, Lane J.
Journal of Family Counseling, 3, 2, 47-51 F 75
Discusses the etiology of school phobia and differentiates between chronic and acute phobia. Three treatment steps are recommended: 1) physician must rule out organic problems; 2) counseling must occur with the family with the goal of getting the child to school immediately; 3) school personnel must be reassured to keep the child in school. (Author/EJT)
Descriptors: *Family Counseling/ *Behavior Change/ *Change Strategies/ *School Phobia/ *Parent Student Relationship/ State Of The Art Reviews/ Helping Relationship/ Anxiety/ Counselor Role/ Reactive Behavior

EJ127371 CG509394
Behavioral Contracting in Family Therapy
Firestone, Evelyn; Moschetta, Paul
Journal of Family Counseling, 3, 2, 27-31 F 75
The integration of the behavioral technique of performance contracting into the family therapy modality is discussed. A case example is presented and a sample contract is included in the text. Particular attention is paid to the use of contracting as a means of circumventing initial phase resistance in families. (Author)
Descriptors: *Behavior Change/ *Family Counseling/ *Performance Contracts/ *Interpersonal Relationship/ *Change Strategies/ State Of The Art Reviews/ Case Studies/ Problem Solving/ Group Counseling/ Parent Child Relationship

EJ125688 CG509348
Environmental Assessment: Mapping for Counselor Action
Conyne, Robert K.
Personnel and Guidance Journal, 54, 3, 151-154 Nov 75
Social-physical environments and people interact with and influence one another. The author describes an environmental assessment inventory which can be used to determine those aspects of the college environment which cause students to have problems and thus allows the counselor to intervene to modify the environment. (SE)
Descriptors: *Environmental Influences/ *Change Strategies/ *Counselor Functions/ *Intervention/ *College Environment/ State Of The Art Reviews/ Higher Education/ Social Relations/ Social Environment/ Change Agents

38

39

EJ125626 CG509286
Case Analysis: Consultation and Counseling
Sugar, Marilyn Susman, ed.; McKelvey, William, ed.
Elementary School Guidance and Counseling, 10, 1, 72-76 Oct 75
Outlines the procedures used by one elementary school counselor to meet the needs of a teacher with a disruptive class. Includes comments by another elementary school counselor at the end. (Author)
Descriptors: *Counseling/ *Elementary School Counseling/ *Classroom Environment/ *Change Strategies/ *Group Counseling/ Case Studies/ Elementary Education/ Behavior Change/ Consultants/ Interaction Process Analysis

EJ125621 CG509281
Issues and Dialogue: Helping Children With Choices and Responsibilities
Nelson, Richard C., Ed.
Elementary School Guidance and Counseling, 10, 1, 39-45 Oct 75
Choice awareness is designed to help children and adults understand that they have potential for power in their own lives. This article describes the school counselor's role in developing choice awareness. (Author/HMV)
Descriptors: *Helping Relationship/ *Counseling/ *Elementary School Counselors/ *Behavior Change/ *Change Strategies/ *Decision Making/ Counselor Role/ Counseling Theories/ Elementary Secondary Education/ State Of The Art Reviews/ Process Education
Identifiers: *Choice Awareness

EJ125619 CG509279
Helping Children Modify Adult Behavior
Bowersock, Roger B.
Elementary School Guidance and Counseling, 10, 1, 24-30 Oct 75
The author maintains that children, through their own behavior, take on the role of modifier. He includes a case history to illustrate the usefulness of such an approach for children with parents and teachers. (Author)
Descriptors: *Behavior Change/ *Elementary School Counselors / *Counseling/ *Change Strategies/ *Locus Of Control/ Change Agents/ Case Studies/ Elementary Education/ Parent Child Relationship/ Student Teacher Relationship

EJ122291 CG509019
Contracts, Cognition, and Change: A Behavioral Approach to Marriage Therapy
Weiss, Robert L.
Counseling Psychologist, 5, 3, 15-26 75
Describes the Marital Studies Program focusing on intervention modules and specific assessment procedures. Then looks at a specific case study and describes how therapeutic objectives for the couple are accommodated within the over-all system. Comments on this article are included at the end. (Author/EJT)
Descriptors: *Marriage Counseling/ *Family Problems/ *Behavior Change/ *Change Strategies/ *Performance Contracts/ Case Studies/ Marital Instability/ Interpersonal Relationship/ Reactive Behavior/ Reinforcement

EJ122214 CG508942
A Group Program for Bright Failing Underachievers
Mitchell, Kenneth R.; And Others
Journal of College Student Personnel, 16, 4, 306-312 Jul 75
Failing underachievers (n=37) were given structured counseling on academic and vocational goal-setting, course commitment, stressors in study conditions, and academic application. Subjects (n=31) were then assigned to four groups and given desensitization and reeducative training for various combinations of test and academic anxiety and study habits and skills. (Author)
Descriptors: *Change Strategies/ *Desensitization/ *Intervention/ *Underachievers/ *Counseling Effectiveness/ Research Projects/ Behavior Change/ Habit Formation/ Program Descriptions/ Higher Education

EJ119085 CG508739
Career Education: Challenges for Counselors
Hoyt, Kenneth B.
Vocational Guidance Quarterly, 23, 4, 303-310 Jun 75
The author seeks to broaden the definition of "work" and applies that definition to career education. Suggestions are made about ways career education can be applied in schools and how those applications should change the role of the counselor. Presented at All Ohio School Counselors Association, Columbus, September 1974. (EJT)
Descriptors: *Change Agents/ *Career Education/ *Counselor Functions/ *Counseling Goals/ *School Role/ Secondary Education/ Career Planning/ Secondary School Counselors/ Occupational Guidance

DIALOG File1: ERIC 66-76/NOV (Item 64 of 135) User1210 7feb79

EJ119080 CG508734
Walking a Tightrope Ain't Easy
Cressy, Gordon
School Guidance Worker, 30, 5, 20-23 Jun 75
Discusses the guidance counselor's role and proposes he/she act as an advocate for change within the system. (HMV)
Descriptors: *Counselor Role/ *Change Agents/ *School Role/ Counseling/ Elementary Secondary Education/ State Of The Art Reviews/ Counseling Goals

EJ117135 CG508531
Mothers As Family Change Agents
Reiter, Gregg F.; Kilmann, Peter R.
Journal of Counseling Psychology, 22, 1, 61-65 Jan 75
The impact of a seven-week counseling program for mothers on the perceptions and behavior of family members was investigated. The experimental families reflected a significant increase in the number of positive responses and a significant decrease in the number of negative responses used by the three family members. (Author)
Descriptors: *Change Agents/ *Family (Sociological Unit)/ *Parent Influence/ *Counseling Programs/ *Mothers/ Research Projects/ Behavior Change/ Communication Problems/ Parent Child Relationship
Identifiers: *Family Concept Q Sort

EJ113955 CG508386
Client Advocates and Change Agents
King, George G.
Journal of the International Association of Pupil Personnel Workers, 19, 2, 53-54 Mar 75
This paper presented at the IAPPW Convention at Atlantic City, New Jersey 1974, briefly describes several strategies for involving counselors as change agents. (HMV)
Descriptors: *Change Agents/ *Change Strategies/ *educational Change/ *Counselor Role/ Pupil Personnel Workers/ Social Change/ State of the Art Reviews

EJ112254 CG508271
Rethinking Change in Counseling
Srebalus, David J.
Personnel and Guidance Journal, 53, 6, 415-421 Feb 75
The article discusses the concept of change through its definition and looks at different forms of change in counseling, different change tempos, and the value of change for people. (Author)
Descriptors: *Counseling Effectiveness/ *Counseling Goals/ *Change Strategies/ *Values/ *Helping Relationship/ Attitudes/ Social Change/ State of the Art Reviews

EJ107820 RC501651
Community Counselors and the Counseling Process
Davis, Thomas; Sanderson, Fred
Journal of American Indian Education, 14, 1, 26-9 Oct 74
The community counselor is an advocate, with professional status, of community values within the school and of the school within the community. (NQ)
Descriptors: *Change Agents/ *Counseling/ *Counselors/ *Reservations (Indian)/ *School Community Programs/ Parent Participation/ Staff Role
Identifiers: Menominees

EJ103872 CG507728
Opening the Box
Fraser, Sandy; And Others
School Counselor, 22, 1, 38-39 Sep 74
This article, expressing the views of three collaborating graduate students, examines the role of the counselor and concludes that the basic priority for all school counselors is to break down the existing dichotomy between teachers and counselors by removing the mystique surrounding what counselors "do." (Author/HMV)
Descriptors: *Change Agents/ *Counselor Role/ *Role Theory/ Graduate Students/ Pupil Personnel Workers/ Counselor Educators

EJ103845 CG507701
A Counselor and Change: Reminiscences and Resolutions
Ponzo, Zander
Personnel and Guidance Journal, 53, 1, 27-32 Sep 74
Counselors are becoming more aware of the importance of working with large systems to bring about change that will influence individuals. In this article the author relates some of his early experiences as a young school counselor and suggests guidelines for bringing about change. (Author)
Descriptors: *Change Agents/ *Counselor Role/ *Pupil Personnel Workers/ *Guidelines/ Counseling Goals

EJ099062 CG507280
School Psychologist-Parent Contact: An Alternative Model
Gilmore, George E.
Psychology in the Schools, 11, 2, 170-173 74
Discusses the need of school psychologists to work with parents. Suggests that parents be viewed as consultees who seek assistance in dealing with their youngster. Hence, the primary function of the psychologist is to serve as a facilitator to the parents as they attempt to solve the child's learning problem. (Author/HMV)
Descriptors: *Change Agents/ *Student Behavior/ *School Psychologists/ *Parent Counseling/ Pupil Personnel Workers/ Behavior Change/ Counselor Functions/ Guidance Counseling

EJ099031 CG507249
Change in Change Agents: Effects of an Employability Institute
Smith, David G.; Mohlman, Robert N.
Journal of Employment Counseling, 11, 2, 73-77 Jun 74
A revised version of the PSCA was used to assess the interpersonal response patterns of Nebraska Department of Labor employees who had completed the Nebraska Employability Development Institute. A significantly greater percentage of understanding responses (compared to national norms for a similar group) was interpreted as meeting intermediate criteria of training program success. (Author)
Descriptors: *Change Agents/ *Employment Qualifications/ *Counselor Attitudes/ *Response Mode/ *Counselor Performance/ Employment Counselors/ Rating Scales/ Performance Factors
Identifiers: *Porter Scale of Counselor Attitudes (PSCA)

EJ097647 CG507193
The Counselor and the Culturally Different Client
Rice, Theodore K.
Counseling and Values, 18, 3, 182-187 74
Discusses another dimension of counselor activity that signals radical departure from traditional counseling and guidance functions i.e., the counselor functioning as an agent for social change, particularly seeking changes in the attitudes and institutions of the dominant culture which are prejudicial and inimical to his minority clients. (HMV)
Descriptors: *Pupil Personnel Workers/ *Counselor Functions/ *Change Agents/ *Educational Counseling/ *Ethnic Groups/ Social Action/ Minority Groups

EJ097606 CG507151
The Client as Helper: A Means to Promote Psychological Growth
Skovholt, Thomas M.
Counseling Psychologist, 4, 3, 58-62 74
This paper describes the evolution of the helper therapy principle into a popular idea in community psychology and argues for the increased use of helping by the client as a therapeutic tool. Further, the paper attempts to explain the helper therapy principle by use of current psychological theory and research. (Author)
Descriptors: *Social Exchange Theory/ *Counseling/ *Change Agents/ *Helping Relationship/ *Community Programs/ Developmental Psychology/ Psychoeducational Processes/ Personality Theories/ Interpersonal Competence/ Reinforcement
Identifiers: *Helper Therapy

EJ095865 CG507094
Group Training of Parents as Behavior Modifiers
Rose, Sheldon D.
Social Work, 19, 2, 156-161 Mar 74
Parents on welfare as well as middle class parents took part in a training project designed to help them modify problem behaviors in their children. The guidelines developed in this project for group training and for the evaluation of outcome can be applied in various types of agencies. (Author)
Descriptors: *Behavior Change/ *Welfare Recipients/ *Parent Counseling/ *Social Differences/ *Change Agents/ Parent Influence/ Group Counseling

EJ095864 CG507093
Structural Approach to Practice: A New Model
Goldberg, Gale
Social Work, 19, 2, 150-155 Mar 74
A model of intervention for meeting human needs through structural rather than individual change is described. The assumptions are that social structures cause social problems, clients are adequate people victimized by inadequate social arrangements, and social workers should act as agents of social change. Principles guiding such practice are presented. (Author)
Descriptors: *Change Agents/ *Social Work/ *Counseling Theories/ *Social Problems/ *Counselor Functions/ Intervention / Performance Specifications/ Models

DIALOG File1: ERIC 66-78/NOV (Item 77 of 135) User1210 7feb79

EJ094345 CG506991
Implementing a Program in Developmental Guidance and Counseling
Tuma, Margaret R.
Personnel and Guidance Journal, 52, 6, 376-381 Feb 74
The author applies the term "change agent" to the counselor and tells how one goes about making major changes in a school or other social system. She describes her early frustrations, her exposure to a "theory" of change, and the step-by-step application of the same--including how her plans had to change to meet the changing reality. (LA)
Descriptors: *Counseling Programs/ *Guidance Programs/ *Developmental Psychology/ *Change Agents/ *Models/ Program Planning/ Counselors/ Theories/ Success Factors/ Self Esteem

EJ090935 CG506718
A Schematic For Change
Lewis, Michael D.; Lewis, Judith A.
Personnel and Guidance Journal, 52, 5, 320-321 Jan 74
This paper presents a strategy for changing the counselor's environment, or, more specifically, the institutional environment. This strategy involves six steps: (1) value orientation; (2) value commitment; (3) system analysis; (4) extra-systemic supportive base; (5) strategy development; and (6) strategy implementation. An example is offered. (RP)
Descriptors: *School Environment/ *Educational Environment/ *Counselor Role/ *Organizational Change/ *Change Agents/ Values/ Bureaucracy/ Educational Change
Identifiers: Value Clarification

EJ082092 CG505963
Women's Changing Expectations...New Insights, New Demands
Fitzgerald, Laurine E.
Counseling Psychologist, 4, 1, 90-95 73
This examination is offered in an attempt to relate other external and cultural factors, less well researched thus far by educationists and perhaps peripheral to the psychology of woman," but increasingly central to the response of women to counselors and counseling. (Author)
Descriptors: *Counseling/ *Females/ *Changing Attitudes/ *Change Agents/ *Social Influences/ Counselors

EJ082060 CG506009
Raising Consciousness about Sexism
Delworth, Ursula
Personnel and Guidance Journal, 51, 9, 672-674 May 73
The sexism consciousness raising exercises provided in this article can help both men and women understand how cultural attitudes toward the sexes are embedded in our individual psychological makeup. (Author)
Descriptors: *Social Problems/ *Changing Attitudes/ *Counselor Role/ *Change Agents/ *Sex Discrimination/ Attitudes

EJ080403 CG505836
The Counselor As Activist/A Value Commitment
Hamersma, Richard J.
Counseling and Values, 17, 3, 183-188 Spr 73
This article concerns three broad areas where change is needed and where the counselor can be active in bringing about this change. The areas discussed are counselor education and training; involvement of professionals in their profession and research. (JC)
Descriptors: *Counselor Role/ *Change Agents/ *Values/ *Counselor Training/ *Research/ Social Change/ Changing Attitudes

EJ079089 CG505755
With an Eye to the Future
Parker, Clyde A.
Journal of College Student Personnel, 13, 3, 195-201 May 73
An adequate theory of the role of an applied behavioral scientist in higher education requires substantive answers to several basic questions. Five, considered to be major ones, are presented here. Each is briefly discussed and references made to more extended discussions that could serve as a beginning for continued theoretical development and empirical investigations. (Author)
Descriptors: *Student Development/ *Counselor Role/ *Change Agents/ *Higher Education/ *Student Personnel Work/ Individual Development/ Behavioral Sciences

EJ078722 CG505690
The Counselor and the Female Client
Pyke, Sandra W.; Ricks, Frances A.
School Counselor, 20, 4, 280-284 Mar 73
This article relates data gathered in a pilot study on the general restructuring of roles for women and the implications of this information for counseling. (JC)
Descriptors: *Change Agents/ Changing Attitudes/ *Counselor Attitudes/ *Counselor Role/ *Females/ *Feminism

EJ078720 CG505688
The Counselor's Charge in the American Indian's Educational Dilemma
McMahon, Robert C.; And Others
School Counselor, 20, 4, 270-274 Mar 73
This article discusses the role of the counselor as an agent of change. Many schools in Indian communities must make changes if they are to make education a meaningful experience for the Indian child and the counselor is seen as being in the unique position to enact these changes. (JC)
Descriptors: *American Indians/ *Change Agents/ Changing Attitudes/ Counselor Functions/ *Counselor Role/ *Educational Innovation/ *Minority Group Children

EJ077319 CG505694
Detention Room Counseling
Salem, Terry
School Counselor, 20, 4, 297-299 Mar 73
This article describes how the detention room in one school system was changed in favor of group counseling sessions. In the counseling sessions, the counselors could aid students in identifying the problems which disturb them in order to improve self-understanding and status in school. (JC)
Descriptors: *Behavior Change/ *Change Agents/ Changing Attitudes/ *Counselor Role/ *Group Counseling/ *Helping Relationship

EJ076914 CG505667
Toward a Radicalized Personnel and Guidance Community
Lush, Anthony
Michigan Personnel and Guidance Journal, 4, 1, 59-62 F 72
Descriptors: *Change Agents/ Changing Attitudes/ *Community Action/ *Counselors/ *Guidance Personnel/ *Social Change

EJ076913 CG505655
The Counsellor as Consultant in the Development of the Teacher-Advisor Concept in Guidance
Simons, Hal; Davies, Don
Canadian Counselor, 7, 1, 27-39 Jan 73
The teacher-advisor'' concept is one method by which the impersonalization of students in large school systems can be minimized. The classroom teachers who participate would be chosen by a small group of students thus freeing counselors for crisis situations, referrals, and for providing in-service and consultive services for the teaching staff. (Author)
Descriptors: *Change Agents/ *Consultants/ *Counselor Role/ Guidance Programs/ *Secondary School Counselors/ *Student Teacher Relationship

EJ075520 CG505523
Parent-Teacher Intervention with Inappropriate Behavior
Csapo, Marg
Elementary School Guidance and Counseling, 7, 3, 198-203 Mar 73
The data collected in this study provide some evidence that parent and teacher intervention, both at home and at school, can result in a greater reduction in the frequency of an inappropriate behavior than can parent or teacher intervention alone. (Author)
Descriptors: *Behavior Change/ *Change Agents/ *Elementary School Counseling/ *Intervention/ Parent School Relationship/ *Parent Teacher Cooperation

EJ075447 CG505529
Case Analysis: Consultation and Counseling, The Case of Michael
Keelin, Peter W.
Elementary School Guidance and Counseling, 7, 3, 231-233 Mar 73
This case is presented as an instructive example of how the use of behavior modification techniques can be implemented in an elementary school setting. (Author)
Descriptors: *Behavior Change/ *Case Studies (Education)/ *Change Agents/ Consultants/ Counseling/ *Counselor Role/ *Elementary School Counseling

EJ074136 SO501805
Effect of Perceived Expertise, Strength of Advice, and Environmental Setting on Parental Compliance
Crisci, Richard; Kassinove, Howard
Journal of Social Psychology, 89, 2, 245-250 Apr 73
The study investigated the effect of perceived level of communicator expertise (Dr.'' vs. Mr.'') and strength of advice (positive vs. neutral) on behavioral compliance with a psychologist's recommendations in two environmental settings (school and clinic). Compliance varied directly with perceived level of expertise and strength of advice. (JB)
Descriptors: *Change Agents/ Changing Attitudes/ Decision Making/ *Environmental Influences/ *Parent Attitudes/ *Parent Counseling/ *Reactive Behavior/ Role Perception

DIALOG File1: ERIC 66-78/NOV (Item 91 of 135) User1210 7feb79

EJ072614 CG505487
Counseling: The Reactionary Profession
Banks, William; Martens, Kathryn
Personnel and Guidance Journal, 51, 7, 457-462 Mar 73
Traditionally counselors have functioned as agents and apologists for the established system. If counselors are to become more responsive to their clients' needs, they must acknowledge the negative effects that society and its institutions can have on individuals and begin to effect changes at the institutional level. (Author)
Descriptors: *Change Agents/ *Counselor Functions/ *Counselor Role/ *Counselors/ Helping Relationship/ Reactive Behavior/ *Social Change

EJ072609 CG505442
The Challenge of Change and Dissent
Kincaid, John
School Counselor, 20, 3, 169-75 Jan 73
To begin meeting the challenges of change and dissent, the counseling profession will have to develop theories and practices that get to the roots of the social situations that create difficulties for individuals rather than treating individuals who are defined as social troublemakers. (Author)
Descriptors: *Change Agents/ *Counselor Functions/ Counselor Role/ Dissent/ *Educational Innovation/ *Social Action/ Social Problems/ *Student Attitudes

EJ067337 CG504973
The Change Agent Counselor: A Conceptual Context
Cook, David R.
School Counselor, 20, 1, 9-15 Sep 72
Descriptors: *Change Agents/ *Counselor Functions/ *Counselor Performance/ *Counselor Role/ Counselors

EJ060078 CG504687
The Family Life Educator as Change Agent: A Participant in Problems and Solutions
Goodwin, R. H.
Family Coordinator, 21, 3, 303-312 Jul 72
To assist professionals fully aware of the content of family life education in organizing change, a planned sequence is suggested. The method is focused on process, and developed cooperatively with recipients or clients. (Author)
Descriptors: Behavior Change/ *Change Agents/ *Counselor Role/ Family (Sociological Unit)/ *Family Counseling/ *Family Life Education/ *Family Problems/ Social Change

EJ056802 CG504345

Community as Counselor
Biehn, Jennifer
Personnel and Guidance Journal, 50, 9, 730-734 May 72
This article discusses a process in which people in a community setting offer counsel to one another. (Author)
Descriptors: *Change Agents/ *Community Role/ *Counselor Role/ *Group Living/ Helping Relationship/ Human Relations/ Individual Development/ *Personal Growth

EJ055317 CG504267
Counselor or Change Agent: Support from the Profession
Baker, Stanley B.; Cramer, Stanley H.
Personnel and Guidance Journal, 50, 8, 661-5 Apr 72
The authors call on the profession to offer support and leadership on a national level to those counselors who wish to act as change agents. (Author)
Descriptors: Behavior Patterns/ *Change Agents/ *Counselor Role/ *Counselors/ *Professional Associations/ *Social Change

EJ054030 CG504234
School Counselor Attitudes on a Status Quo -- Change Agent Measurement Scale
Baker, Stanley B.; Hansen, James C.
School Counselor, 19, 4, 243-8 Mar 72
Results of the category frequencies indicate that both counselors in practice and counselors in training prefer to respond to client problems in a manner that allows them to maintain a counseling relationship with the client and to leave the taking of action up to the clients or other persons. (Author)
Descriptors: *Behavior Patterns/ *Change Agents/ Changing Attitudes/ *Counselor Attitudes/ *Counselor Performance/ Counselor Role/ *Counselors

EJ044907 CG503503
The Counselor and Change: A Tie that Binds
Frey, David
California Personnel and Guidance Association Journal, 4, 1, 38-41 F 71
The purpose of this paper is to introduce the notion of the potent counselor, as an agent of personal and institutional change. (Author)
Descriptors: *Change Agents/ Changing Attitudes/ *Counseling Effectiveness/ *Counselor Role/ *Counselors/ Self Actualization

EJ034195 CG502577
The Counselor as Change Agent
Nelson, Richard C.
Elementary School Guidance and Counseling, 5, 3, 215-218 Mar '71
By being innovative himself through demonstrating, modeling, or through constructive use of videotaping, for example, the counselor provides the kind of leadership upon which change depends. Whether he attempts to produce genuineness, self actualization, or greater personal control, he is attempting to produce change. (Author)
Descriptors: *Behavior Change/ *Change Agents/ *Counselor Role/ Educational Change/ *Innovation/ Self Actualization/ Teacher Role

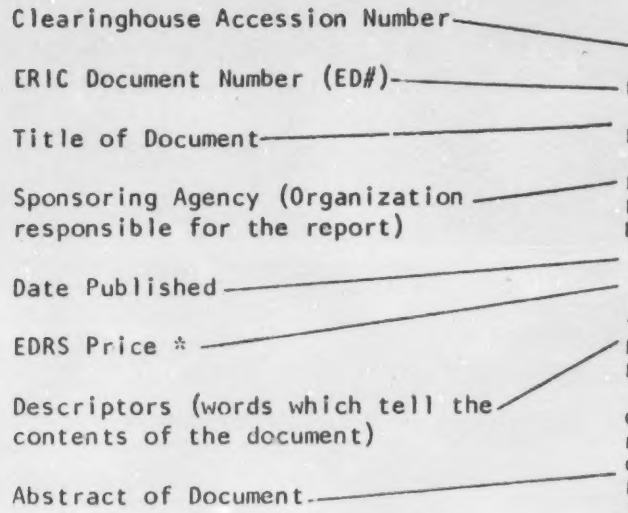
EJ027909 CG502196
Counseling in Context
Caldwell, Edson
Personnel and Guidance Journal, 49, 4, 271-278 Dec '70
As an agent of change, the counselor should emerge from the closet of his office and be involved in group counseling in contexts where student and faculty feelings are starting to ferment. This would require helping teachers to improve the psychological settings in their classrooms, conducting rap sessions" with faculty and students, and setting up group guidance activities in and out of the classroom. (Author)
Descriptors: *Change Agents/ Classroom Environment/ College Faculty/ *Counselor Functions/ *Counselor Role/ *Group Guidance/ *Role Perception/ Social Change

EJ026557 CG502034
The Helper's Tools: Chicken Soup or Rifles
Aspy, David N.
Personnel Guidance J, 49, 2, 117-118 Oct '70
This article calls for a more relevant approach to counseling. The counselor must work for social change as a preventive measure to psychological illness. (KH)
Descriptors: *Change Agents/ *Counseling/ Counselor Functions/ *Counselor Role/ Role Theory/ *Social Change

EJ008234 CG500569
Merging The Helping Professions--Pros and Cons
Nordberg, Robert B.
Nat Cath Guidance Conf J, 13, 3, 38-46 69 Spr
Descriptors: Behavior Change/ *Change Agents/ *Counseling/ *Job Analysis/ Occupational Information/ *Professional Occupations/ *Professional Personnel/ Psychologists/ School Psychologists

EJ003258 CG500242
Strategies for Change in the Child Client
Blackham, Garth J.
Elem Sch Guidance Counseling, 3, 3, 174-89 69 Mar
Descriptors: *Behavior Change/ *Change Agents/ *Child Development/ Child Psychology/ Counseling Goals/ *Elementary School Counselors/ Milieu Therapy/ Operant Conditioning/ *Play Therapy/ Role Theory

FORMAT OF
RESOURCES IN EDUCATION (RIE)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Date Published
EDRS Price *
Descriptors (words which tell the contents of the document)
Abstract of Document

ED118935 CE006503

Exemplary Career Resource Center for Grades 6 Through 9 in Pennsylvania.

Penns Valley Area School District, Spring Mills, Pa.; Pennsylvania Research Coordinating Unit for Vocational Education, Harrisburg.; Pennsylvania State Dept. of Education, Harrisburg.

Publ. Date: 30 Jun 74 Note: 27p.

EDRS Price MF-$0.83 HC-$2.06 Plus Postage

Descriptors: *Career Education/ Educational Programs/ *Elementary Secondary Education/ Information Dissemination/ Paraprofessional Personnel/ Program Descriptions/ *Program Planning/ *Program Proposals/ *Resource Centers

Following a discussion of the need for the service the document presents a proposal for the establishment of a career resource center in order to properly utilize and disseminate career information to students in Grades 6-9 in selected Pennsylvania schools. The career resource center will be involved with the following activities: (1) collection, synthesis, and placement of career information resources available from commercial and other sources; and (2) institution of an organized system for the dissemination of career information to students. The individual responsible for the organization, administration, and implementation of these services will be the career resource specialist who is a paraprofessional employed and trained by the local district. The career resource specialist will work cooperatively with the professional guidance staff in the school. Other staff members include the counselor and supporting staff (community volunteers and students). The paraprofessional will also be responsible for collecting data for the evaluation of project objectives. Necessary information for the planning of the career resource center includes suggestions for the budget and costs and amount of particular equipment and materials. A bibliography is included. (Author/EC)

* Price through ERIC Document Reproduction Service. Order by ED#. See order information on back page. "MF"-microfiche, "HC"-hard copy. When "not available from EDRS," other sources are listed.

ED155553 CG012615

On-Site Consultation: Evolution and Resolution of Role Definition and Conflict.

Hollinger, Constance L.

Mar 78 34p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, CANADA, March, 1978)

EDRS Price MF-$0.83 HC-$2.06 Plus Postage.

This paper discusses the role of the on-site consultant in a teacher-initiated change program in Cleveland's elementary schools. A local university offered 15 hours of on-site course work at each school, and the counselor was to serve as a non-directive resource person who would facilitate the process of translating course content into classroom application and respond to teacher requests for assistance. To some extent, the definition of the consultant's role was modified by the developmental transition from stranger to friend, from university consultant to fellow staff member. It soon became apparent that the optimal balance between the roles of stranger and friend, as well as the actual definition of the consultant's role, varied as a function of context, issues, and the individuals with whom the consultant was interacting. The paper explores further the parallels between on-site consultation and individualized instruction in which the consultant and school personnel became collaborators in the learning process. The variety of roles assumed by the consultant are elaborated in support of the paper's basic premise that definition of the consultant's role was a dynamic on-going process. (Author)

Descriptors: *Change Agents/ *Consultants/ *Counseling Goals / Elementary Education/ Elementary School Teachers/ *Interpersonal Relationship/ Program Descriptions/ *Role Conflict/ Teacher Attitudes

Identifiers: *Role Definition

DIALOG File1: ERIC 66-78/NOV (Item 105 of 135) User1210 7feb79

ED155506 CG012447
Implementing Title IX and Attaining Sex Equity. Application Materials for Counselors.
National Foundation for the Improvement of Education, Washington, D.C. Resource Center on Sex Roles in Education.
Sep 77 49p.; For related documents see CG 012 439-449; Brochure A and B are of marginal legibility
Sponsoring Agency: Office of Education (DHEW), Washington, D.C. Women's Program Staff.
Contract No.: 300-76-0456
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
The materials included in this booklet are designed for use by participants in Application Sessions A and B for counselors working with elementary-secondary schools. These materials are initial drafts prepared for field testing only. They are not the final products to be delivered at the completion of the project. The materials are organized within two sections: (1) Counseling for Sex Equity--Overcoming Bias in Counseling and Counseling Programs, and (2) Counseling for Sex Equity--Overcoming Bias in Counseling Materials. These participant materials are one component of a multicomponent training model developed by the Resource Centers on Sex Roles in Education under a subcontract with the Council of Chief State School Officers (CCSSO). The training model is designed to assist education personnel and interested citizens in the implementation of Title 9 of the Education Amendments of 1972 and the attainment of sex equity in education. The training model will be utilized in 20 regional workshops of the CCSSO's Title 9 Equity Workshops Project. (Author)
Descriptors: Career Education/ *Change Strategies/ Counseling Programs/ Counselor Attitudes/ Counselor Role/ *Elementary School Counselors/ Elementary Secondary Education/ *Instructional Materials/ *Secondary School Counselors/ *Sex Discrimination/ Workbooks/ Worksheets
Identifiers: *Education Amendments 1972 Title IX/ *Sex Equity

ED153092 CG012334
Counselor Ethnic Awareness Project.
Bradley, Marjorie K.
30 Aug 77 30p.
Sponsoring Agency: Department of Health, Education, and Welfare, Washington, D.C.
Grant No.: G007602809
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
The Counselor Ethnic Awareness Project involved the development, implementation, and assessment of a model training program. Its major purpose was to enable a group of professional school counselors to design and execute projects that would increase appreciation by students, faculty, and community of their own and one another's ethnic heritage. In order to achieve wider impact within a school system, the training program recognized the need for different assumptions by the counselors. Problems and opportunities were viewed as having environmental or institutional origins and solutions, and the counselors were trained in the skills and theory of change agentry. Three major goals were identified. The training attempted to provide the counselors with: (1) a thorough understanding of ethnicity; (2) the skills and knowledge necessary to be effective change agents, including the ability to view client's problems as having institutional origins and solutions; and (3) the confidence to initiate and complete ethnic appreciation projects in their own schools. Participants reported verbally and through written logs that they had achieved a much better understanding of the role, power, and importance ethnicity played in their lives and the lives of the people with whom they personally and professionally interact. (Author)
Descriptors: *Change Agents/ Counseling Instructional Programs/ *Counselor Attitudes/ *Cross Cultural Training/ *Cultural Background/ *Ethnic Relations/ Models/ Program Descriptions/ *Racial Attitudes/ Secondary Education/ Secondary School Counselors/ Student Personnel Workers

57

58

DIALOG File1: ERIC 66-78/NOV (Item 107 of 135) User1210 7feb79

ED149176 08 CE014685
Programs of Career Guidance, Counseling, Placement, Follow-Up and Follow-Through. A Futures Perspective. Information Series No. 107.
Drier, Harry N.
American Vocational Association, Washington, D.C. Guidance Div.; Ohio State Univ., Columbus. ERIC Clearinghouse on Career Education.
77 51p.
Sponsoring Agency: National Inst. of Education (DHEW), Washington, D.C.
Contract No.: 400-76-0122
Available from: National Center for Research in Vocational Education Publications, Ohio State University, 1960 Kenny Road, Columbus, Ohio 43210 (IN 107, $3.80, quantity and series discounts available)
EDRS Price MF-$0.83 HC-$3.50 Plus Postage.
A career development content model for organizing, developing, and implementing future career guidance programs is presented in this information analysis paper intended for guidance counselors and directors, program planners, and vocational educators. The model addresses such issues as self, economic, societal, leisure and avocational, and attitude and value understandings necessary for life-role decisionmaking which results in life-role planning, securing, and maintenance over the life span. Critical features of planning necessary to assure that local career guidance programs are in fact designed, developed, tested, and delivered to meet specific career development needs of the people they are to serve are discussed in the area of each process step including the following: planning (initial planning, local data-based planning, planning for local career guidance and counseling, activity tryout and implementation test), career development, needs assessment (individual and group), resources for guidance, goals and objectives, new career guidance practices (home-centered guidance, subject and nonsubject-matter-based guidance and counseling, and community centered guidance), placement (labor exchange models, client-centered models, client-advocate models), follow-through, evaluation, community relations and involvement, staff development, and attitudes toward guidance. A summary of recommendations for career guidance program, future change, and brief projections on counselor role in the near future are included. (TA)
Descriptors: Career Planning/ *Change Strategies/ Community Involvement/ Counseling Goals/ Counselor Role/ Counselor Training/ Employment Services/ *Futures (of Society)/ Guidance Programs/ *Models/ Needs Assessment/ *Occupational Guidance/ Program Development/ Program Evaluation/ *Program Planning/ *Vocational Development/ Vocational Education/ Vocational Followup

ED145083 08 CE011871
Four Awareness Sessions for Career Opportunities: Integrating Male and Female Roles. New Hampshire Guidelines.
New Hampshire State Dept. of Education, Concord.
77 26p.
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
The project, "Integrating Equal Career Opportunity Concepts for High School Men and Women through Career Guidance, Counseling and Placement in Classroom Activities," consisted of conducting workshops for secondary teachers in the school districts of Exeter, Keene, Manchester, and Nashua (New Hampshire) in an attempt to raise their awareness of the issues of sex bias and stereotyping and to encourage action in the schools to break down the barriers of choice for both sexes. The first workshop consisted of two short presentations and a small group discussion period, addressing the most common male and female sterotypes. The second workshop addressed the awareness of sex bias through an explanation of nontraditional roles for men and women (using panelists who were in nontraditional jobs) and presented suggestions for ways guidance counselors and vocational education can help students in their career planning decisions. The third workshop addressed the issue of systematizing the referral and placement of all students to jobs in the fairest and most efficient manner. The fourth workshop focused on the changing role of women in the world of work, career decision making in today's world, and the role of counselors and teachers in helping young women take advantage of available options. (This monograph describes the project and the four methods selected to achieve its goal. For each description (of the separate workshops), the following information is provided: population, geographic area served by the school, and important points and/or specific objectives.) (TA)
Descriptors: *Career Education/ *Change Strategies/ Counselor Role/ Employment Opportunities/ Inservice Teacher Education/ Occupational Guidance/ Program Descriptions/ Secondary Education/ Sex Discrimination/ *Sex Role/ *Sex Stereotypes/ Teacher Role/ *Teacher Workshops/ *Vocational Counseling
Identifiers: New Hampshire

59

60

DIALOG File1: ERIC 66-78/NOV (Item 109 of 135) User1210 7feb79

ED144755 RC010106
Rural Family Development: A Delivery System for Social Programs.
Coward, Raymond T.; And Others
Aug 76 16p.; Paper prepared for the World Congress of Rural Sociology (4th, Torun, Poland, August 1976)
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.

The Family Assessment and Goal Establishment Model (FAGEM) draws its major impetus and structure from recent writings and trends in education, social planning, and family counseling. Built on a series of related premises addressing rural low income family needs, FAGEM can be reduced to four operational program delivery phases which include the following objectives and activities: Individual Family Needs Assessment (working in cooperation with the change agent, the family identifies and prioritizes its needs; at the conclusion of this phase, the primary needs of the family should be established and a trust relationship should be developed between the change agent and the family); Goal Establishment (the family and the change agent establish short-term, realistic goals and establish the basis for the initial delivery of educational services); Intervention (the change agent either: makes effective referrals to other community resources when goals are established which are beyond the scope of the program or require more training than the change agent has received or utilizes the training received to deliver a personalized family life education program designed to address the established goal); Family Needs Reassessment (the family and the change agent reassess family needs in terms of progress toward the goal, other needs which have emerged as the relationship between the change agent and the family has become more intimate, and the change agent's personal assessment of the family's needs; this should lead to further establishment of goals and FAGEM recycling or termination). (JC)

Descriptors: Activities/ *Change Agents/ *Cooperative Planning/ Educational Objectives/ Educational Planning/ *Family (Sociological Unit)/ Family Counseling/ Interaction/ Intervention/ Low Income/ *Models/ *Needs Assessment/ Program Descriptions/ Rural Development/ Rural Education/ *Rural Population

Identifiers: *World Congress of Rural Sociology (4th)

ED134821 08 CE010050
Career Education Implications for Counselors. Monographs on Career Education.
Hoyt, Kenneth
Office of Career Education (DHEW/OE), Washington, D.C.
77 37p.
Available from: Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402 (Stock Number 017-080-01619-2, $0.55, minimum charge of $1.00 for each mail order)
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.

The set of four papers contained in this monograph focus on the counselor's importance in implementing a career education effort. The first paper, "Career Education: Challenges for Counselors," proposes a set of suggested changes in role and functions for school counselors. While covering a wide range of activities, it centers attention on the key importance of the counselor as a member of the career education "team." The second article, "Career Education and Counselor Education," addresses the problem of finding and focusing on an appropriate response to career education on the part of counselor education. A number of alternative actions counselor educators might consider for collaborating with career education are suggested. In the third article, "Career Guidance, Career Education, and Vocational Education," an attempt is made to conceptualize differences among these three concepts. The paper suggests that, while career education needs professional counselors, it is neither a synonym nor a substitute for career guidance. The final paper, "The Role of Career Counseling and Placement in the College and University," addresses counseling in the college and university setting. General implications for change are discussed. (TA)

Descriptors: *Career Education/ *Change Strategies/ Concept Formation/ Cooperative Planning/ *Counseling Goals/ Counselor Characteristics/ *Counselor Functions/ *Counselor Role/ Counselor Training/ Educational Needs/ Guidance Counseling/ Guidance Objectives/ Higher Education/ Job Placement/ *Occupational Guidance/ Student Placement

61

62

DIALOG File1: ERIC 66-78/NOV (Item 111 of 135) User1210 7feb79

ED133642 CG010986
Counselor Training: Changing Counselor Behaviors Through Self-Management.
Hector, Mark A.
76 14p.; Paper presented at Annual Meeting of the American Educational Research Association (San Francisco, California, 1976)
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.
Self-management procedures can be usefully employed in counselor training. A technique for using these procedures in counselor training is described. Student counselors select some aspect of their counseling behavior for modification. The behavior is analyzed, a goal is defined, a strategy is outlined and implemented, and an evaluation is made to determine if the goal has been attained. Strategies for the self-management of counseling behaviors are divided into the categories of self scrutinizing, changing cues, regulating rewards, observing others, and tailoring thoughts. Several benefits are derived when student counselors learn self-management procedures. They go through an intensive review of the counseling process when dealing with their own problems. An opportunity is provided to personally experience some counseling strategy. An interesting aspect of the project is that it encourages the counseling student to learn about N=1 research designs. Two projects that have been completed are described. In one case, the counselor wanted to ask more open questions and fewer closed questions. The second example deals with making more empathic responses. Graphs are presented which illustrate the results of the projects. (Author)
Descriptors: *Behavior Change/ *Change Strategies/ Contingency Management/ *Counselors/ *Counselor Training/ Higher Education/ *Individual Development/ Self Control/ *Self Evaluation/ Speeches
Identifiers: *Self Management

ED130176 CG006926
Operant Control of Misbehavior: Counselor Intervention.
Lorton, Larry
6p.
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.
The thesis presented in this paper is that elementary counselors can become the most important behavioral change agents in the school. The following discussion will support this proposition. First, certain aspects of behavior modification will be discussed. Second, trends in elementary school counseling will be reviewed and finally, a synthesis will be presented including a model around which an effective behavior change program can be built and instituted in your school or school system. (Author)
Descriptors: *Behavior Change/ Behavior Problems/ *Change Agents/ *Counselor Role/ Elementary Education/ *Elementary School Counselors/ *Intervention/ *Operant Conditioning

ED130172 CG006888
The Student Personnel Worker as a Liaison Between the College Curriculum and Industry's Needs.
Parks, James B.
70 9p.; Paper presented at the Annual Meeting of the American College Personnel Association (St. Louis, Missouri, March, 1970); not available in hard copy due to marginal legibility of original document.
EDRS Price MF-$0.83 Plus Postage. HC Not Available from EDRS.
This paper speaks to the role of the student personnel worker in meeting the needs of the labor market while, concurrently, meeting the aspirations of those students with whom they work. Counselors need to have accurate information on available jobs, job descriptions, educational requirements for the jobs, opportunities for occupational mobility, and additional sources of information for interested students. (CKJ)
Descriptors: *Articulation (Program)/ *Change Agents/ College Students/ *Counselor Role/ Higher Education/ *Industry / Jobs/ Labor Market/ *School Industry Relationship/ Speeches/ State of the Art Reviews/ *Student Personnel Workers/ Vocational Counseling

DIALOG File1: ERIC 66-78/NOV (Item 114 of 135) User1210 7feb79

ED120639 CG010472
To Implement Change in Counseling and Career Guidance: Report of the National Workshop, April 27-29, 1975.
American Personnel and Guidance Association, Washington, D.C.; American Vocational Association, Washington, D.C.; National Advisory Council on Vocational Education, Washington, D.C.
Apr 75 82p.; Includes papers presented at the National Workshop
EDRS Price MF-$0.83 HC-$4.67 Plus Postage
On April 27-29, 1975, the American Vocational Association, in cooperation with the American Personnel and Guidance Association and the National Advisory Council on Vocational Education, held a National Workshop To Implement Change in Counseling and Career Guidance. Workshop participants were brought together to engage in a process designed to acquaint leaders in counseling and guidance with the nature and extent of changes initiated during the last five years. In addition, one of the primary purposes was to establish state task forces which would be a nucleus of change agents within the various states. During the workshop, a forum was provided to study the recommendations of the "Sixth Report of the National Advisory Council on Vocational Education, Counseling and Guidance: A Call for Change." In addition, each state task force was provided an opportunity to formulate an action plan to analyze the needs and seek improvements for career guidance and counseling within the state. This report of the national workshop is the first of many anticipated followup activities. The first section of the report contains major addresses presented to the workshop. While the national workshop was in session, specific recommendations were made as a result of individual and group study. These recommendations which are a part of this report orginated as a result of recommendations made in the sixth Report of the National Advisory Council on Vocational Education, an analysis of the present trends in counseling and guidance and the needs in the various states. (Author/SJL)
Descriptors: Change Agents/ *Change Strategies/ Conference Reports/ Counseling Goals/ *Educational Change/ *Occupational Guidance/ *Statewide Planning/ *Vocational Counseling/ Workshops

ED116057# CG010193
Facing Careers in the Year 2000. Counselor's Information Services: A Quarterly Annotated Bibliography of Current Literature on Educational and Vocational Guidance. Special Supplement, Volume 30, Number 3, September 1975.
Feingold, S. Norman
B'nai B'rith, Washington, D.C. Career and Counseling Services.
Sep 75 7p.; For related documents, see ED 114 731-733; Not available separately, appears as special supplement to ED 114 733
Available from: B'nai B'rith Career and Counseling Services, 1640 Rhode Island Avenue, N.W . Washington, D.C. 20036 ($2.25 per issue, subscription $9.00 per year)
Document Not Available from EDRS
This speech, delivered before the World Future Society Second General Assembly, is a call to a future-oriented society guided by both short- and long-term futuristic goals. The author believes it important that we act rather than react to our changing roles. Such roles include helper in complex decision-making and specialist in processing there is a need for a new professional counselor with professional education and training for new roles. Such roles include helper in complex decision-making ans specialist in processing and disseminating up-to-date knowledge about the changing world of work. The author also describes his projections of needs for human services workers that will result from anticipated social, economic and vocational changes. He regards it as essential that change be implemented by a concerted interdisciplinary effort. (SJL)
Descriptors: *Change Agents/ *Counselor Role/ *Educational Change/ *Futures (of Society)/ Planning/ *Social Change/ Specialization/ Speeches

65

66

DIALOG File1: ERIC 66-78/NOV (Item 116 of 135) User1210 7feb79

ED114757 95 CG010219
Instructor's Manual for a Program for Improving the Interpersonal Competence of High School Students.
Lackey, L. L.
Human Resources Research Organization, Alexandria, Va.
Jul 74 32p.; For related document, see CG 010 218
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Report No.: RP-D4-74-20
Grant No.: OEG-4-73-3232
EDRS Price MF-$0.76 HC-$1.95 Plus Postage
This document describes the procedures which were followed in conducting a training program in the Taylor County, Georgia Public School System. The program which was conducted focused on training high school students in performing appropriately assertive behavior in various social situations. In this program, a number of high school students were selected on the basis of their leadership potential and emotional maturity. These students were given assertive training, as well as training and practice in the conduct of discussion groups. This activity constituted Phase I of the project. Phase II consisted of assigning other students volunteering to participate in the training program to discussion groups, each of which had 10-13 members. Each group was led by two of the students who had been trained in Phase I. While the foregoing describes the approach used in the Taylor County project, the material presented in subsequent sections can be modified to fit other requirements. One modification which occurred in the course of this project was an expansion of the initial focus on appropriately assertive behavior to one which included all aspects of interpersonal relations. (Author)
Descriptors: Behavior Change/ *Change Strategies/ *Counseling Programs/ Daily Living Skills/ *High School Students/ *Interpersonal Competence/ Manuals/ Secondary Education/ *Student Behavior/ T Groups
Identifiers: *Georgia (Taylor County)

ED110911 CG010040
Some Influences of Family Group Therapy on the Rehabilitation Potential of Clients. A Delgado Research Study. Final Report.
Galloway, John P.; Goldstein, Harris K.
Delgado Coll., New Orleans, La.
71 117p.; Project Number 12-P-55223/6
Sponsoring Agency: Social and Rehabilitation Service (DHEW), Washington, D.C. Div. of Research and Demonstration Grants.
EDRS Price MF-$0.76 HC-$5.70 Plus Postage
The Delgado Rehabilitation Center, New Orleans, Louisiana, conducted this study to determine the influence of family therapy on clients receiving rehabilitation services at the Center. An experimental group of randomly selected relatives of 33 clients received group therapy while 39 other randomly selected relatives served as controls. Criteria variables used to evaluate the influence of group therapy were of two types: (1) those measuring the client's rehabilitation potential through evaluation of personal, social, educational and vocational factors; and (2) those reflecting the client's adjustment and vocational success a year after leaving the Center. Client changes among the experimental group were significantly higher for a number of personal and vocational objectives, while no significant changes were evidenced by the control group. (SJL)
Descriptors: *Behavior Change/ *Change Agents/ Comparative Analysis/ *Family Counseling/ Family Influence/ Group Therapy/ *Handicapped/ Rehabilitation Centers/ Research Projects/ Social Adjustment/ *Vocational Rehabilitation
Identifiers: Louisiana (New Orleans)

ED109530 CG009935
Career Education: Challenges for Counselors.
Hoyt, Kenneth B.
28 Sep 74 13p.; Paper presented at the Meeting of the All Ohio School Counselors Association (Columbus, Ohio, September 28, 1974); Best copy available
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
The author contends that in the past counselors have put an undue emphasis on describing students by their characteristics with a relative lack of emphasis on understanding them through their behavioral accomplishments. Career education challenges all counselors to correct this imbalance because it is action-centered and experience-oriented. The author proposes that the action orientation of career education calls for more "action-oriented" counselors. It also encourages the use of classroom resource persons from the business-labor-industry-professional-government community, and makes career guidance the proper business of the entire school, community, home and family. He concludes with remarks regarding the new role counselors must accept if career education is to be a success. (Author/HMV)
Descriptors: *Career Education/ *Change Strategies/ *Counseling Effectiveness/ *Counselor Role/ Elementary Secondary Education/ Guidance Personnel/ *School Community Relationship/ Speeches/ Vocational Development

67

68

DIALOG File1: ERIC 66-78/NOV (Item 119 of 135) User1210 7feb79

ED109529 CG009934
Self-Control Applications to Counselor Education.
Yager, Geoffrey G.
12p.; Paper presented at the Annual Convention of the American Personnel and Guidance Association (31st, New York, New York, March 23-26, 1975)
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
An argument is made that all counseling should be aimed at eventually transforming helpees into helpers. The method of achieving this aim is to develop the client's skills of behavior change. The manner of encouraging these "counselor skills" involves the achievement of self-acceptance through two possible approaches: Magic and self-control. Although not totally without magic, the teaching of the self-control approach seems to be the more likely choice. Thus, the implementation of self-control projects by clients, counselor-trainees, and counselor-educators is encouraged. (Author)
Descriptors: *Behavior Change/ *Change Strategies/ *Counselor Training/ *Self Control/ *Skill Development/ Speeches

ED106717 CG009783
Expertness, Type of Appeal, and Influence in Counseling. Research Bulletin Volume 15, Number 3.
Keierleber, Dennis L.; And Others
Minnesota Univ., Minneapolis. Office for Student Affairs.
10 Jul 74 15p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
A counseling analogue study was conducted to test the hypothesis that expertness will increase the freedom of an attractive interviewer to use different types of influence. It was predicted that only experts would obtain change with an impersonal appeal, while both experts and inexperts would be successful with a personal appeal. Opinion change was assessed through self-ratings of achievement motivation by 57 college males. Subjects' ratings were made immediately before, immediately after, and one week after a simulated counseling interview. The results failed to support the hypothesis; with both appeals, experts and inexperts were equally effective. Trends in change scores and in subjects' evaluations of the interviewer suggested that the personal and impersonal appeals had a differential impact. (Author)
Descriptors: *Change Agents/ College Students/ *Counseling Effectiveness/ Counselor Characteristics/ *Interpersonal Competence/ *Physical Characteristics/ Research Projects/ *Success Factors

ED105156 95 CE003425
Factors Critical to the Adoption of Career Guidance Systems.
Kester, Ralph J.; Howard, John, Jr.
Ohio State Univ., Columbus. Center for Vocational and Technical Education.
11 Dec 74 29p.; Paper presented at Annual Meeting of the American Vocational Educational Research Association (New Orleans, Louisiana, December 1974)
Sponsoring Agency: National Inst. of Education (DHEW), Washington, D.C.
EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE
The study endeavors to describe, assess, and trace the progress of six high schools as the faculty and staff responded to the adoption of an innovative career guidance system. The study provides a model, a method, and some generalizations about factors influencing the process. The document is organized according to: (1) definitions of basic structural elements, (2) phases of adoption putting the process into the dimension of time, (3) factors which may affect the process as the basic elements interact during the stages of adoption, (4) a description of data collection procedures, including interviews, field observation, and surveys, (5) data analysis procedures, (6) concluding hypotheses, and (7) a checklist of factors influencing all adoption stages, initiation, implementation, and potential for continued use. The factors are grouped according to characteristics of the innovation, interaction between advocates and consumers, and circumstantial and situational influences. The authors emphasize the fact that no attempt is made to present specific findings. (MW)
Descriptors: *Adoption (Ideas)/ *Career Education/ Changing Attitudes/ *Counseling Instructional Programs/ *Educational Change/ Educational Innovation/ Educational Research/ Occupational Guidance/ *Performance Factors/ Program Attitudes / Research Methodology/ Secondary Education

DIALOG File1: ERIC 66-78/NOV (Item 122 of 135) User1210 7feb79

ED104592 RC008434
Training Chicano Counselors To Be Change Agents in Resolving Community and School Conflicts.
Casaus, Luis
3 Apr 75 20p.; Paper presented at American Educational Research Association 1975 Annual Meeting, Washington, D.C., March 30 - April 3, 1975
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Using the center/satellite strategy (developing professionals equipped with traditional counselor skills, but who would focus on developing a better system), the Education Professions Development Act (EPDA) Pupil Personnel Service Development Institute trained Chicano teachers as bilingual counselors. Based on feedback from participants and observers, 8 components were provided to develop the theories, understanding, ethnic reorientation and skills necessary for a counselor to be a change agent: preplanning institute defining curriculum needs; negotiations with the graduate school considering alternative admission criteria to Graduate Record Examinations and grade point averages; self-assessment and growth groups dealing with linguistic and cultural exclusion in the educational process; an attempt to balance existing courses with seminars, workshops and practicum experiences in educational settings and "barrios"; study of Chicanos' historical contributions excluded from history books; review of early Chicano instituted reform and direct involvement in the Chicano movement; participation in impacting individual faculty members, counselor education, and teacher preparation courses; and development and implementation of a training model for "apathetic" Chicano and Black parents. These components are briefly described as to need, development, implementation, and some resultant effects. (NQ)
Descriptors: *Change Agents/ *Counselors/ *Counselor Training/ Educational Change/ *Mexican Americans/ Models/ *Program Descriptions/ Pupil Personnel Workers/ Role Theory/ School Community Relationship/ Sensitivity Training
Identifiers: Chicanos/ Education Professions Development Act / EPDA/ *Pupil Personnel Service Development Institute

ED099722 CG009314
A Study of Attribution Techniques in the Interview.
Strong, Stanley R.; Matross, Ronald P.
Minnesota Univ., Minneapolis. Office for Student Affairs.
Jul 74 25p.; Volume 15, No. 2
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
A counseling analogue study was conducted to determine the effectiveness of a method for changing clients' self-perceptions in an interview. Based on causal attribution theory, an interview procedure was designed to systematically control behavioral information assumed to be utilized by individuals in inductively arriving at views of their personal characteristics. It was hypothesized that greater acceptance of an interviewer's inference about an interviewee's personal characteristics will occur when (1) the inference is based on normatively deviant action rather than when it is based on normatively average action, and (2) the inference is based on a review of several consistent actions rather than when it is based on an analysis of a single action. The hypotheses were tested by examining changes in self-ratings of assertiveness by 60 college males. Subjects' ratings were made immediately before and after a simulated counseling interview which focused on an analysis of each subject's actions in an arranged social conflict situation. Results indicated that an inference based on a single action was highly persuasive (p=.002); neither the perception of deviancy nor of consistency of performance significantly added to acceptance of the inference. (Author)
Descriptors: Behavioral Science Research/ *Behavior Change/ *Change Strategies/ *Counseling Effectiveness/ *Counselor Qualifications/ *Interpersonal Relationship/ Predictive Measurement/ Research Projects

ED098450 CG009122
A Philosophy of "Psychotherapy" with the Drug Dependent Person: Six Basic Imperatives.
Adams, J. Winstead
Apr 74 19p.; Paper presented at the Annual Meeting of the American Personnel and Guidance Association (New Orleans, Louisiana, April 1974); Not available in hard copy due to marginal legibility of original document
EDRS Price MF-$0.76 HC Not Available from EDRS. PLUS POSTAGE
The drug abuser presents many difficult clinical problems to the conscientious therapist. Many of the prerequisites to human relationships associated with responsible, satisfying living are difficult to develop and must be nurtured in such a person. The author presents a philosophy of psychotherapy to serve as a guideline for therapists working with individuals who abuse drugs. An alternative to drug taking and the style of life that goes with it must be offered by the philosophy of thearpy. In such a philosophy there are six basic imperatives which are discussed and described. (Author)
Descriptors: *Behavior Change/ *Change Agents/ Communication (Thought Transfer)/ *Drug Abuse/ Program Descriptions/ Psychological Services/ *Psychotherapy/ *Rehabilitation Counseling/ Socially Deviant Behavior/ Speeches

DIALOG File1: ERIC 66-78/NOV (Item 125 of 135) User1210 7feb79

ED094273 CG008960
Chicano Counselor Training: Curriculum and Beyond Curriculum .
Aleman, Ramon
74 16p.; Presented at the American Personnel and Guidance Association Convention (New Orleans, Louisiana, April, 1974)
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
The particulars of the evolved curriculum and how the training has evolved around the change-agent concept are stressed in this presentation. The measure of success achieved in attempting to influence the staff and course of studies of the regular guidance department is also emphasized. The curriculum of this counselor training institute has, from the start, reflected the change-agent concept. The approach is based on the proactive model of counseling wherein the counselor initiates attempts to reach students in their own environment (including neighborhood hangouts, clubs, schoolyards or homes.) Formal attempts at effecting change within the University of New Mexico are also discussed. (Author)
Descriptors: *Change Agents/ *Counseling Theories/ *Counselor Training/ Cultural Pluralism/ Educational Innovation/ Ethnic Groups/ *Mexican Americans/ Program Descriptions/ Speeches
Identifiers: *Chicano Counselors

ED090464 CG008855
Encouraging Institutional Change.
Sherman, Robert
74 10p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Many counselors, psychologists and other growth specialists functioning in institutions seek ways of improving them but are frustrated by feelings of lack of personal influence or expertise. Attempts at change are often aborted or actually programmed for failure by professionals who expect rejection of their ideas. In many instances, professionals do not even try to initiate change because they are at a loss as to how to begin in their particular settings. This paper describes a model developed by a team of multi-disciplinary professionals which facilitates institutional change through training in group process, using Action Group Counseling (AGC). AGC is a teaching-learning model which integrates knowledge, skills and feelings in an intensive theme-centered group experience which involves subject content, personal feedback, practice, evaluation and reinforcement. (Author)
Descriptors: *Change Agents/ *Counselor Training/ *Educational Innovation/ *Group Experience/ *Institutional Environment/ Models/ Program Descriptions/ Student Personnel Services
Identifiers: *Action Group Counseling

ED079575 AC014514
Correctional Officer Training in Behavior Modification. Final Report (1970-1973).
Smith, R.R.; And Others
Rehabilitation Research Foundation, Elmore, Ala.
Jun 73 110p.
Sponsoring Agency: Manpower Administration (DOL), Washington, D.C. Office of Research and Development.
Report No.: DLMA-82-01-69-06-9
EDRS Price MF-$0 76 HC-$5.70 PLUS POSTAGE
A report is presented of the findings from a three-year project to train 40 correctional officers as behavioral change agents. The project had two objectives: (1) to encourage the officers to view the institution as a rehabilitative instrument, predisposing them to learn to use alternatives to punishment and become treatment-oriented, and (2) to teach the officers the fundamental principles and techniques of behavior modification in such a way that they would generalize and be applied to on-the-job situations in a prison setting. Data indicate that both objectives were achieved with the first groups of officers. Trained officers were able to identify specific behaviors with which to work and, under supervision, were able to implement behavior modification projects. When systematically observed on their jobs, trained officers interacted more frequently and positively with inmates than non-trained officers. Inmate evaluators listed trained officers as increasing in general caliber, being less punitive and more concerned with the inmates' welfare. (Author)
Descriptors: Administrative Personnel/ *Behavior Change/ *Change Agents/ *Correctional Education/ Correctional Rehabilitation/ Interpersonal Competence/ Program Descriptions / *Rehabilitation Counseling

ED065739 AA001034
The Use of Educational Knowledge; Evaluation of the Pilot State Dissemination Program. Volume 1: Goals, Operations and Training. Final Report.
Sieber, Sam D.; And Others
Columbia Univ., New York, N.Y. Bureau of Applied Social Research.
Sep 72 592p.
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Bureau No.: BR-0-0734
Contract No.: OEC-0-70-4930
EDRS Price MF-$ 1.08 HC-$29.83 PLUS POSTAGE
The Pilot State Dissemination Program of the National Center for Educational Communication, carried out in three target states by field agents, is evaluated as to goals, procedures, and outcomes. The seven parts of Volume I, and their chapters, are as follows: Part I, Goals: Alternative Goals of Extension-Retrieval Projects; Part II, Field Agent Roles in Education: The Inout Interaction Phase; Relations with the Retrieval Staff--Referring and Screening; The Output Interaction Phase--Delivering and Assistant; A Statistical Profile of Field Agents' Activities and Clients' Evaluation; Part III, The Information Retrieval Process; Establishing an Information Retrieval Center--Problems and Solutions; Operating an Information Retrieval Center--The Process and Its Determinants; Summary and Conslusions Regarding Retrieval Activities; Part IV, Organizational Issues: Issues in the Internal Management of Extension-Retrieval Projects; Inter-Organizational Relations; Part V, Training: The Training of Project Staff--Methods, Outcomes and Continuing Needs; Part VI, Outcomes of the Program: Outcomes of Field Activities; Outcomes of the Retrieval Process; and Part VII, Recommendations: Recommendations for Future Projects. (For related document, see ED 065 740.) (DB)
Descriptors: Action Research/ Administrator Role/ *Change Agents/ Consultants/ Counselor Role/ Educational Change/ Educational Objectives/ *Educational Research/ Extension Agents/ Formative Evaluation/ Guidelines/ *Information Dissemination/ *Information Retrieval/ Interaction Process Analysis/ Measurement Instruments/ *Pilot Projects/ Program Evaluation/ Questionnaires/ Rural Schools/ School Personnel/ Search Strategies/ State Programs/ Training/ Urban Schools
Identifiers: Field Agents/ *Pilot State Dissemination Program

ED056345 CG006752
Humanism: The Counselor's Role. As a Change Agent.
Budzik, Jerome M.; Anderson, Mary L.
Michigan Univ., Ann Arbor.
71 9p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
This paper suggests that educators must move from controlling, custodial teaching methods to flexible, humanistic methods if they are to successfully meet the individual needs of today's youth. The counseling staff is suggested as a natural change agent team to facilitate and influence humanistic changes with teachers, as well as serving as initiators and supporters of alternate programs for young people. Some suggestions would have counselors: (1) serving as consultants to administrators; (2) urging administrators to provide paraprofessional help; (3) working in crisis intervention; and (4) providing assistance in supportive programs designed to improve a young person's skill in basic areas so that he can succeed in the school environment. The authors further suggest that counselors actively involve themselves in broad system programmatic changes which include providing homebound services for emotionally ill young people, staff in-service activities to encourage humanism, and communicating information through the media of the community, i.e., newspaper, radio, PTA, and other groups. Specific recommendations for how these ideas can be implemented are provided. (Author)
Descriptors: *Change Agents/ Consultants/ *Counselor Functions/ Counselor Role/ Educational Innovation/ *Humanism/ *Teaching Styles

ED051540 CG400030
Proceedings ERIC/CAPS at KPGA. Focus on Youth: Implications for Guidance and Counseling.
ERIC Clearinghouse on Counseling and Personnel Services, Ann Arbor, Mich.
May 71 33p.; Paper presented at the Kentucky Personnel and Guidance Association Convention in Lexington, Kentucky, October 28-30, 1970
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Bureau No.: BR-6-2487
Contract No.: OEC-3-6-002487-1579-(010)
Available from: ERIC/CAPS, 611 Church Street, Ann Arbor, Michigan 48104. ($1.00 per copy)
EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE
The ERIC system is described and emphasis is placed on how school and college counselors can use the system to help them counsel more effectively. ERIC resources are used to develop several views of the youth culture and the implications for counselors from each view are discussed. Counselors working with the young must develop a new style that involves a change in cultural awareness and a redefining of the counselor's tasks. Counselors must selectively support some of the new norms and help youth interpret these to their elders. (MP)
Descriptors: *Change Agents/ *Counseling/ *Counselor Role/ Guidance/ Information Systems/ *Role Perception/ Sexuality/ *Youth

DIALOG File1: ERIC 66-78/NOV (Item 131 of 135) User1210 7feb79

ED048615 CG006278
Is a Theory of Elementary Counseling Per Se Passe for the 70's? (An Integrated Approach to Modifying Behavior: Individual and System Change).
Witmer, J. Melvin
American Personnel and Guidance Association, Washington, D.C.; Ohio Univ., Athens. Coll. of Education.
Apr 71 16p.; Paper presented at the American Personnel and Guidance Association Convention in Atlantic City, New Jersey, April 4-8, 1971
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Five models for the behavior change process at both the individual and the systemic level are proposed. The author sees them as comprising an integrated or eclectic approach, which he defines as using that which is most appropriate for achieving goals. The five models, which are central in the author's program of counselor education, are: (1) the client-centered relationship model (Rogers); (2) the behavioral model, which is based on learning theory; (3) the social psychological model (Adler); (4) the reality model (Glasser); and (5) the rational-cognitive model (Ellis). The particular strengths and appropriateness of each model are discussed. The paper concludes by acknowledging that no one technique or model is adequate by itself; whatever seems appropriate and workable from any one of the models should be used. (TL)
Descriptors: Behavioral Counseling/ *Change Agents/ Counseling/ Counseling Effectiveness/ Counseling Services/ Counseling Theories/ Counselor Educators/ *Counselor Functions / Counselor Role/ *Counselor Training/ *Elementary School Counseling/ Elementary Schools/ Elementary School Students/ Guidance

ED038701 CG005260
What Counselors Should Know (and Do) About Employers' Hiring Requirements.
Rosen, Howard
American Personnel and Guidance Association, Washington, D.C.; Manpower Administration (DOL), Washington, D.C. Office of Manpower Research.
23 Mar 70 16p.; Paper presented at American Personnel and Guidance Association Convention, New Orleans, Louisiana, March 22-26, 1970
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Counselors must take a more active role in helping young people make the transition from school to work. If counselors are to become a part of the linkage system between school and work, they will have to change their posture from "neutral" sources of occupational and job information to active developers of information and to participants in the job seeking process. Presently, many of the hiring requirements based on education, aptitude testing, age, and appearance are questionable and unrealistic and contribute to the unemployment of young men and women. The only true measure of the effectiveness of a worker is his performance on the job. Yet hiring standards are rarely validated in relation to job performance. In order to bring about fairer hiring practices, counselors must act as "Change agents" and recommend to employers whose hiring standards are not valid that they should be modified. This proposition calls for a socially responsible activist role for counselors. (RSM)
Descriptors: *Change Agents/ *Counselor Functions/ Counselor Role/ Counselors/ *Employment Opportunities/ *Employment Qualifications/ Job Market/ Jobs/ *Occupational Information/ Social Change

ED032600 CG004595
Client Susceptibility to Persuasion and Counseling Outcome.
Bednar, Richard L.; Parker, Clyde A.
American Psychological Association, Washington, D.C.
Aug 69 21p.; Paper was presented at the American Psychological Association Convention, Washington, D.C., August 31--September 4, 1969.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
A randomized design with a 2 x 2 x 2 factorial arrangement of treatments was employed to investigate the role of susceptibility to persuasion, expectations for personal growth and divergent counseling treatments in the process of behavior change. The results of the investigation indicated that: (1) the divergent counseling treatment procedures were equally successful in effecting change of equivalent magnitude, but in divergent directions; (2) there were no differences in client satisfaction between the two counseling treatments in spite of the opposite directions of change; (3) susceptibility to persuasion and heightened expectations did not significantly influence the magnitude of change; and, (4) the high persuasibility subjects perceived the counseling treatments as more valuable to themselves and others and expressed greater interest in continuing treatment as well as attempting new behaviors. (Author)
Descriptors: *Behavior Change/ *Change Agents/ *Counseling/ *Counseling Effectiveness/ Counseling Goals/ *Personal Growth/ Research Design

77

78

DIALOG File1: ERIC 66-78/NOV (Item 134 of 135) User1210 7feb79

ED032560 CG004344
Innovations in Counseling.
Van Atta, Ralph E., Ed.
Texas Univ., Austin.
Feb 68 85p.; Paper presented at the 12th Annual Counselor's Conference, The University of Texas, Austin, Texas, February 16-17, 1968.
EDRS Price MF-$0.76 HC-$4.43 PLUS POSTAGE
Society is changing, so are students, and so must counselors and counseling. In the papers collected in this monograph, there is none which does not reflect a changing perception of the counselor and his function. Douglas Heath, in his keynote paper, "But Are They Educable?," is emphatic in suggesting counselors should stop counseling individuals and instead attempt to influence curriculum and community environment. Appel and Hauk, using decision-making theory as a springboard, attack key assumptions which underly vocational education decision-oriented counseling. "Innovations in Counseling Teachers", Brown and Fuller suggest that counselors, if given a choice, should get out of the business of counseling with individual students and into the business of counseling teachers. Hall, in his article on video-tape, hypothesizes that total feedback on counseling would make for more accurate assessments than partial feedback (audio or video alone) in supervision. In her report on alcoholic parents, Vincent discusses recruiting clients and the results of this. Van Atta's paper, "Child Rearing and Creativity" presents an almost operant model of how creative behavior is developed. (Author/KJ)
Descriptors: Alcoholism/ Audiovisual Communication/ *Change Agents/ Child Role/ *Counseling/ *Creative Development/ *Decision Making/ *Innovation/ Operant Conditioning/ Teacher Welfare/ Vocational Education

ED031716 CG004134
The Counselor as A Social Reconstructionist.
Riccio, Anthony C.
Ohio State Univ., Columbus. School of Education.
69 20p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Much literature is developing saying that counselor educators and the counselors they prepare must become agents of social reconstruction. For by attempting to alter society in terms of what they know to be the persistent needs of youth, they will make it much easier for the counseling process to be effective. Three assumptions need to be made in considering the counselor as an agent of social reconstruction: (1) a definite relationship must exist between what a counselor preaches and what he is, (2) there must be a willingness of others to listen to the arguments that the counselor can be more effective if he participates in social reconstruction, and (3) the environment in which the counselor lives and works will permit him to function as an agent of reconstruction. Evidence to support these assumptions include: (1) the development and use of the Columbus Testing Profile, (2) the involvement of counselors with businessmen to set up a program in vocational education, and (3) work being done jointly by vocational educators and state guidance supervisors. Much work remains, however, in the areas of testing and providing quality education for all. Before reconstruction can happen, counselors must be convinced change is necessary. (Author/KJ)
Descriptors: *Change Agents/ *Counseling Effectiveness/ *Counselor Training/ *Social Responsibility/ *Student Needs/ Vocational Counseling

79

80

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